CHAPTER 50

PROMOTION TO OFFICER BY RATINGS AND OTHER RANKS

(Sponsor: NAVY PEOPLE-WFPM ENG AE SO1)

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CHAPTER 50

PROMOTION TO OFFICER BY RATINGS AND OTHER RANKS

SECTION 1

Notes:

1. A review of the Commissioning schemes is currently taking place. Changes are in development which will modernise the process by removing unnecessary barriers and better recognising the leadership training that has already been undertaken. The work will affect the RN schemes in 2026, RM schemes will be reviewed in due course.

2. Equivalent schemes to UY/SUY/WO1CS will continue to be available with selections expected to take place during the Summer term as normal. Those personnel already registered with the Recording Authority will continue to be processed and presented at the appropriate Final Selection Board.

3. Readers should search the RNTM index for relevant information which may have been released between updates to this Chapter and contact the Recording Authority for further guidance (Annex 50A).

GENERAL

5001. Schemes

The Upper Yardman (UY) and RM Corps Commission (CC) schemes are designed to provide early opportunities for the promotion of ratings and other ranks on the Trained Strength to commissioned rank. Personnel seeking promotion to the Officer Corps via these schemes will be in competition with non-Service candidates. For more experienced ratings and other ranks, there are the Senior Upper Yardman (SUY), the Senior Corps Commission (SCC), and the Warrant Officer Class 1 Commissioning (WOCS) schemes, details of which can be found at Sections 3 and 4.

5002. Selection

All officer UY/SUY candidates must pass selection by the AIB, which acts as the primary method of determining officer potential for these cadres. Those UY/CC and SUY/SCC candidates recommended by the AIB are subsequently considered for selection to enter Britannia Royal Naval College (BRNC) Dartmouth or Commando Training Centre Royal Marines (CTCRM) Lympstone, by a Final Selection Board (FSB). Selection Boards take place by profession or specialisation, chaired by an appropriate Commander RN of the profession or specialisation concerned or Colonel RM for SCC candidates. Selection to either scheme is subject to the requirements of the Service. The probability of selection to BRNC/CTCRM will vary depending upon profession/arm/specialisation.

5003. Profession and Specialisation

a. Ratings and other ranks may apply to be considered for any officer profession and, where appropriate, arm and specialisation, providing that they are able to satisfy the entry requirements. Their first choice of profession/arm/specialisation does not preclude them from being assessed for alternatives when appearing before the AIB. The offer of a commission may also be conditional on accepting service in submarines.

b. Those selected under the WOCS scheme at the Warrant Officer Commissioning Board will have done so purely on their experience in profession and specialisation, and against a pre-identified number of roles, therefore they can ordinarily only be considered for their existing associated officer profession and specialisation.

5004. Commissions

a. Successful UY/SUY candidates will be selected for an ICS of 12 years with the exception of QARNNS officers, for whom the ICS will be 6 years. WOCS selectees will be awarded an Initial Commission Stage (ICS) of 6 years.

b. Those who commission through the UY/CC and SUY/SCC processes will be awarded seniority as shown below:

Table 50-1. Seniority Awarded for Royal Navy UY and SUY Candidates

Reckonable service for engagement purposes	RN rank/seniority on entry (X, E, L)	Time to promotion to Lieutenant (Promotion requirements as laid down in BRd 3(2) are to be met prior to promotion to Lt RNR)
Un-Trained Strength	Midshipman (considered direct entrant)	42 months
UY Ratings under 2 years	Sub Lieutenant with 0 months seniority	30 months
UY ratings below WO1 with over 2 years	Sub Lieutenant with 12 months seniority	18 months
SUY Ratings below WO1	Sub Lieutenant with 12 months seniority and on promotion to Lieutenant awarded an additional 6 month's seniority	18 months
WO1s (except those selected via WOCS)	Sub Lieutenant with 18 months seniority and on promotion to Lieutenant awarded an additional year's seniority	12 months
WOCS	Lieutenant with 1 year's seniority	N/A
SCWO	Lieutenant with 3 year's seniority	N/A

Table 50-2. Seniority Awarded for Royal Marines

Reckonable service for engagement purposes	RM rank on entry	RM Rank on Completion YO Training	Promotion to Captain RM
CC Officer	2nd Lieutenant	Lieutenant (back dated to 12 months from joining date)	26 months from passing out
CC 30 Officer	2nd Lieutenant with 12 months seniority on promotion to Captain	Lieutenant (back dated to 12 months from joining date)	26 months from passing out
SCC Ratings below WO1 with over 2 years	Lieutenant with 6 months seniority and on promotion to Captain awarded an additional year's seniority	N/A	24 months from commissioning
WO1s (except Corps RSM and WOCS)	Lieutenant with 18 months seniority and on promotion to Captain awarded an additional year's seniority	N/A	12 months from commissioning
Corps RSMs and WOCS	Captain with 1 year's seniority	N/A	N/A
SCWO	Captain with 3 year's seniority	N/A	N/A

c. **QARNNS Officers.** The rank and seniority of QARNNS SUY officers is based on relevant post-registration experience. As a minimum, individuals enter as a Sub Lieutenant but can qualify for additional seniority depending on their post-registration experience. The first two years of post-registration experience is counted in full, with the remaining years of relevant experience counted in half, up to a maximum of 6 years e.g. an individual with 4 years' post-registration experience would gain 3 years' seniority on entry (the first 2 years counting in full, with the remaining 2 years counting as 1 year's seniority). Individuals who qualify for less than 4 years' additional seniority based on the above calculation will enter as a Sub Lieutenant, with the appropriate seniority. Entrants who are entitled to receive more than 4 years' seniority on entry will enter as a Lieutenant, with a maximum seniority of 2 years in the rank. In line with their Direct Entrant counterparts, QARNNS SUY officers wear the rank insignia of Officer Cadet at BRNC and ship their substantive rank insignia on successful completion of Initial Naval Training (SUY).

5005. Commission Transfers

Time and recommendations permitting, there will be opportunities to be considered for transfer to longer commissions, e.g. to a Career Commission Stage (CCS), with the further opportunity of then transferring to a Full Commission Stage (FCS). Transfer to a longer commission is by selection. WOCS, SUY and SCC officers who cannot complete a commission stage will retire upon reaching their retirement age. Specific information on commission transfers can be found at Chapter 49.

5006. Unit Actions for Candidates

a. **Identification of Candidates.** Commanding Officers (COs) of ships, establishments and units are to make special arrangements to bring these regulations periodically to the notice of Divisional Officers/SJAR Reporting Officers. In addition, they are to explain the details to ratings and other ranks who may wish to be considered as candidates. Potential candidates are to register their interest with both the RA of their current profession and the RA of their potential future profession. The candidate is to submit a request to transfer profession, in accordance with BRd 3(1) Para 5125, with an endorsement from the candidate's CO. Once both the donor and receiving Profession Managers have accepted the transfer request and manning clearance is given, the candidate may be considered a UY/SUY candidate for the new profession. The candidate will be managed by the receiving profession RA from this point on. Further advice may also be sought from the relevant Profession Manager(s). It is of paramount importance that potential candidates are identified early in order for them to take full advantage of the UY and CC schemes.

b. **Encouragement.** Candidates are to be given every encouragement, help and advice to reach the required standards.

c. **Briefing.** It is the responsibility of COs and Recording Authorities (see Para 5007 and Annex 50A), who maintain a list of candidates, to ensure that individuals are fully briefed on the full range of opportunities available and that they have realistic expectations of the schemes. See also Annexes 50B to 50F for briefing on career expectations of SUY/SCC officers in each profession and/or specialisation.

d. **RM Initial Selection.** RM candidates are initially selected by a Unit Board and their names are then forwarded to the Corps Colonel at CTCRM to be placed on the list of candidates.

5007. UY/SUY and CC/SCC Recording Authorities Organisation

Each officer profession or specialisation listed at Annex 50A has a separate staff officer (Recording Authority) who maintains a list of candidates, collates Commissioning Reports (CRs) and is authorised to communicate directly with COs, relevant Profession Managers and Training Pipeline Managers as necessary. The Recording Authority is responsible for:

a. Verifying from the initial registration to the candidate's entry into BRNC or CTCRM that they are, and remain, eligible.

b. Monitoring a candidate's progress towards promotion to officer.

c. Ensuring that the candidate's educational qualifications have been authenticated by the Education Officer of the unit and shown on JPA.

d. Liaison with the ship or establishment and the AIB.

e. Advising candidates and Divisional Officers on procedures and regulations, providing advice as required including probability of success, consulting the relevant Profession Manager as necessary.

f. Maintaining oversight of candidates interested in commissioning within their profession, and those potentially transferring in from other professions, and out of the profession to others through the CW process.

g. Actively promoting the WOCS/UY/SUY schemes and promotion to the Officer Corps for certain deep specialist specialisations, such as C, AV or RN Police, to appropriate senior ratings who are eligible to be recruited and promoted to these specialisations.

h. Acting as Secretary to the relevant Selection Board for UY/SUY/SCC candidates.

Reporting Officers are encouraged to comment on the activity of those undertaking the role of Recording Authority in their annual appraisal. The appropriate Profession Manager can be approached to provide evidence where necessary.

5008. Reporting Procedures

See Chapter 57.

5009. Admiralty Interview Board

a. **Applications.** All candidates are eligible to sit their AIB Multistage Assessment process following successful completion of their Defence Aptitude Assessment (DAA). The AIB is a virtual platform assessment meaning personnel do not need to be MFD to undergo this process. All candidates are to be nominated by completion of Annex 50H form which is to be submitted to the relevant Recording Authority located at Annex 50A. Recording Authorities will make note of the candidates' details, check their eligibility and upload the document to the AIB RA Teams Channel before notifying the AIB Operations team. While candidates are able to complete the AIB Multistage Assessment process in any Medical Category, they must meet the medical criteria to promote to the officer core in line with Chapter 50, para 5014 (UY/CC), para 5026 (SUY/SCC). In the event that a candidate wishes to apply for a different Professionalisation preference prior to attending AIB they must complete a further Annex 50H.

b. **Process.** It is the responsibility of the AIB Operations Team to liaise with UY/CC candidates to facilitate their DAA. Once an UY/CC candidate passes the DAA, candidates will normally be informed of the date of their AIB Multistage Assessment process at least one month in advance. All candidates will receive a link to RITS, which they must open and complete in order to proceed with their application.

The AIB Operations Team will upload the completed electronic copy of the Annex 50H to the candidate's RITS account. The normal waiting time for an AIB is no more than 3 months. Recording Authorities will liaise with the AIB Operations Team and candidates to deconflict any front-line requirements to enable completion of AIB in time for the profession/specialisation Final Selection Board (FSB) where necessary. The AIB Operations Team will also liaise with In-Service candidates to establish candidate availability, prior to loading the candidate to the AIB Multistage Assessment process.

c. **AIB Multistage Assessment.** The AIB assessment process is 2 stages and is the same for RN, RM, RFA, RNR, RMR candidates, regardless of entry type (Direct Entry or In-Service). It is facilitated through contractual arrangements with Sopra Steria and is an online assessment which is accessed by laptop or a PC using the Tazio virtual platform. Candidates will receive instructions on the compatibility requirements of the technology required to conduct the Pre-Recorded Interview (PRI) and Group Planning Exercise (GPE) when loaded for their AIB. The format is as follows:

(1) Pre Recorded Interview (PRI) – Stage 1. Candidates will be loaded to a Candidate Cohort List and will receive a AIB Holding Notice within RITS. They will subsequently receive an invitation to conduct a PRI using a link which will be valid for 7 days from the point of being sent. On completion, all candidates will move forward to Stage 2. Candidates will be asked 8 questions and will have 2 minutes to provide their answer. Competencies which are assessed during Stage 1 are motivation, awareness, and communication skills.

(2) Group Planning Exercise (GPE) – Stage 2. Candidates will receive an email notification to book their GPE. Working against the clock, candidates must read the briefs provided and adopt teamwork and problem-solving skills to identify the issues and decide on the best available solution with the assets and resources at their disposal. At the end of the group session, candidates will be moved into a separate virtual room where they will be asked one to one questions, which centre around scenario information and changes which require dynamic decision making. Competencies which are assessed during Stage 2 are Teamwork and Collaboration, Problem Solving, Confidence and Resilience, Communication and Effective Intelligence.

d. **AIB Misconduct Policy.** The AIB has recently introduced a Misconduct Policy which provides a standard response to the detection or suspected detection of misconduct at any point during the AIB Multistage Assessment process. Misconduct in this respect, is considered to mean unacceptable or improper behaviour and can be described as, but is not limited to:

(1) **Plagiarism. To use another person's idea or a part of their work and pretend that it is your own.** This includes ideas or work, including paraphrasing, which originates from someone other than the candidate. This includes any material which is considered to have originated by someone who is in the current assessment process, as well as those who have taken part in any previous assessments, whether in the current AIB format or otherwise.

(2) **Collusion. To do something secretly with another person or group, in order to deceive or cheat others.** Whilst group work is utilised and encouraged at certain stages within the assessment, the following activities are prohibited:

(a) Secret or illegal co-operation, to cheat or deceive.

(b) Preparing a piece of work with others, then claiming it as your own.

(c) Allowing someone to copy your work, to subsequently present it as being their own. This includes the sharing of any interview questions or planning scenario details and questions.

(3) **Cheating. To behave in a way that is not honest or fair, to win something or gain something.** This is the use or attempted use of unauthorised assistance which is not permitted within the assessment process. It can be described as, but not limited to:

(a) Copying answers from another person(s) or candidate.

(b) To have a person(s) present in the room during any part of the assessment process.

(c) Communicating with any other person(s) during any part of the assessment process; unless authorised to do so by SSCL or AIB staff.

(d) Use of any unauthorised material including the use of AI technology or device. **Heavy reliance on notes** or **reading from a script** will have a **negative** impact on PRI scoring.

(e) The use of Group Planning Exercise documents/material, following direction to close down any windows or information relating to the assessment.

(f) Obtaining and using an unauthorised copy of any assessment paperwork or material.

(g) Impersonation.

(h) Plagiarism and collusion.

(4) **Fraud.** False representation in this context is when a candidate deliberately lies or misrepresents the truth when conducting their AIB Multistage Assessment process, to make a gain for themselves or a loss to another candidate.

e. **Misconduct Penalties.** Any candidate suspected of misconduct at any stage of the AIB Multistage Assessment process will be reported to Officer Commanding AIB (OC AIB) and a Misconduct Investigation will be initiated. Candidates will be informed of a potential breach of the AIB Misconduct Policy by a RITS Communication. On completion of a Misconduct Investigation, OC AIB will review recommendations made and finalise their decision. All candidates will be made aware of the decision by a RITS Communication or formal letter from OC AIB. Any candidate found on the *balance of probabilities* to have breached the AIB Misconduct Policy will not be permitted to re-attempt the AIB Multistage Assessment process for a minimum of 12 months, unless stated otherwise by OC AIB. Candidates may also be subject to disciplinary action and/or administrative sanctions.

f. **Exemptions.** Warrant Officer Commissioning Scheme (WOCS) candidates do not have to conduct an AIB and will continue to be managed through the WOCS scheme. While Senior Corps Commission candidates are required to conduct an AIB, they do not attend a Royal Marine Officer Selection Course. Where a candidate changes their profession, arm or specialisation following successful completion of AIB, there may be a requirement to retake their AIB Multistage Assessment process. Recording Authorities should engage the AIB Operations team for advice on a case-by-case basis.

g. **Information Technology.** The ‘Tazio’ platform is not compatible with MODNET or DII Afloat. For those who are abroad or deployed, individual Chains of Command should make every effort ensure candidates can conduct their AIB using appropriate technology. Where possible, the AIB Operations Team will book a candidate on a AIB Multistage Assessment prior to deployment.

h. **Timing.** The AIB Multistage Assessment process is designed to be completed in quick succession. The maximum period between PRI and GPE should be no more than two months and where operational or other personal commitments impede this, candidates will be required to restart the process. Where candidates move or delay their AIB on more than two consecutive occasions, they will be required to commence the AIB assessment process in full. Recording Authorities will liaise with the AIB Operations Team and candidates to deconflict any front-line requirements to enable completion of AIB in time for the profession/specialisation Final Selection Board where necessary.

i. **Number of Attempts.** Candidates will be allowed a maximum of 2 attempts at the AIB, each appearance being separated by a minimum period of 3 months, provided they remain eligible. In exceptional circumstances, this timeline may be reduced at the discretion of OC AIB, where there is a Service need. Any justifiable request for a third attempt at AIB must be passed directly to AIB SO2 N5. Each request will be considered on a case-by-case basis by OC AIB and in only in the most exceptional circumstances will a third attempt be permitted. Candidates who are unsuccessful at AIB may reapply to commence the process 12 months from their final AIB attempt.

j. **Failure to Attend.** Where a candidate fails to attend their PRI or GPE, they will be removed from the AIB Multistage Assessment process, unless they contact SSCL to explain their absence. Where a candidate fails to attend a pre-arranged second attempt, they will be removed from the AIB process in its entirety and a score FAIL issued. The relevant Recording Authority will be notified to this effect. Candidates are reminded that both stages of their AIB (Pre-Recorded Interview and Group Planning Exercise) are equally important. Where candidates feel unwell, or where there are extenuating circumstances which are likely to adversely affect their performance at either Stage of their AIB, they must contact Sopra Steria at the earliest opportunity to request a pause in their AIB Multi-Stage Assessment, and to re-book as necessary.

k. **Results.** Candidates will receive their AIB results in the form of an 'AIB Outcome Letter' via RITS. The letter will be loaded to the AIB RA Microsoft Teams Channel for RA review and successful candidates will be awarded a JPA competency administered by the AIB Operations Team. The entire AIB Multistage Assessment process will take candidates 23 days and results will be released on the Tuesday of week 4.

l. **Validity of AIB Pass and AIB Retakes.** A pass at the AIB is valid for 5 years. Where a candidate requests to conduct a further AIB to improve their score, a formal request must be made via email to the AIB Operations Team. Requests will be considered on a case-by-case basis and authorised by CAIB. Candidates who choose to retake their AIB must be cognisant their most recent AIB score will always take primacy. Where a candidate changes their profession, arm or specialisation following successful completion of AIB, there may be a requirement to retake their AIB Multistage Assessment. CAs and RAs should engage the AIB Operations team for advice on a case-by-case basis.

m. **UY Aircrew and ATC Only:**

(1) Aircrew candidates are required to complete Computer Based Aptitude Tests (CBATs) at RAF Cranwell. CBATs and the AIB Multistage Assessment process can be completed concurrently. The AIB Operations Team will book CBATs for all aircrew candidates. Aircrew and ATC Medicals are booked via the R&A Allocations Team.

(2) Candidates who fail to meet the special requirements for an Aircrew specialisation, but who are appropriately qualified for other professions, arms or specialisations, may be considered for an alternative entry.

(3) Further detail can be found at Paras 5015 and 5016.

5010. Failure to Complete Officer Training

a. Individuals promoted to the Officer Corps through the UY/CC and SUY/SCC schemes who fail to make satisfactory progress and are compulsorily withdrawn from training may request to revert to their former rating or other rank profession/specialisation as an alternative to leaving the Service. For UY(E) candidates who have completed the University of Portsmouth degree course, the Return of Service accrued through the degree course applies and hence if reversion is mandated, they are not permitted to leave the Service (see Para 5013 sub para e, Para 5306 and Para 5402 sub para k). Similarly, officers who have yet to reach their Premature Termination of Career Training (PTCT) point (see Para 5402) and have the opportunity to apply for voluntary withdrawal from training may ask to return to the ranks in their former profession/specialisation as an alternative to leaving the Royal Navy entirely. Approval to revert is subject to the discretion of the relevant Profession Manager and cannot be guaranteed. Once an officer joins the trained strength (see Table 53B-2), they will no longer have the option of reverting to their former rate or rank.

b. Those reverting to their previous rate or rank will surrender all items of officer uniform and equipment and will be re-equipped with appropriate uniform at public expense.

c. On reversion to the ranks, personnel will continue to serve the balance of their engagement as a rating or other rank. Time spent as an officer under training will count towards a rating or other rank's pension.

d. Every effort will be made to ensure that, as far as possible, ratings and other ranks suffer the minimum loss of seniority and pay through absence from their profession/specialisation. In cases where individuals were qualified in all respects for promotion, and had been selected, and would have expected to be promoted during the period of service as an officer, they may return to their rating or other rank service at the higher rate/rank, as determined by DDPD. In these instances, the appropriate backdated seniority (and pay level) will be applied. Where selected, but such promotion was not due during the period of officer service, selection will still be deemed to stand but enforced at a later date.

e. Those returning to the ranks in specialisations which mandate time and professional qualifications for promotion may have to qualify by passing the appropriate examination and by serving the full normal time. This may be necessary if experience in the lower rate/rank is essential for promotion. If so, no backdating of seniority can be allowed until the rate/rank of Petty Officer/Sergeant is attained, at which point seniority, but not pay, may be antedated by the amount of time spent out of the profession.

f. The Phase 1 or 2 Training Establishment is to inform the Navy Command Headquarters Terms of Service Team, as early as possible, of all requests to return to the ranks in order that revised terms and conditions of service can be prepared and agreed.

SECTION 2

UY/CC SCHEME

Note. *As part of the upcoming changes to commissioning schemes (see note at 5001), no further RN UY selection boards will be undertaken. The final extractions under the policy detailed in this section were made in 2025.*

5011. General Criteria

All candidates must fulfil the following criteria:

a. Be recommended by their CO (SBS(LE) candidates can only be recommended by CO SBS).

b. Have accepted, or accept, a sea-going liability where appropriate.

c. Have not been subject to a Career Check within the last 3 years. A rating or other rank with less than 3 years' service may be registered as a candidate for promotion to officer rank provided they have not been the subject of a Career Check since their date of entry.

d. Have not exercised, or be in the process of exercising, their notice option to leave the Service.

e. Satisfy the required educational criteria at Para 9617 and Para 9618.

5012. Age Criteria

a. **Age on Entry to the Officer Corps.** Candidates for the UY/CC schemes must be aged over 17 and below the ages given below on the first day of the month that initial officer training commences.

(1) Warfare (excluding Aviation) – age 39.

(2) Engineering (ESM, EGS and AE) – age 39.

(3) Training Management – age 39.

(4) Logistics - age 39.

(5) Warfare (Aviation) – age 26.

(6) QARNNS – age 39.

(7) Royal Marines – Corps Commission (CC) - age 25 and Corps Commission 30 (CC 30) age 30 – both from the date of commissioning.

b. **Age Overlap.** For most professions, the age limits above result in an overlap between the UY/CC and SUY/SCC schemes. Where a potential officer candidate's age falls within the overlap period, Recording Authority advice should be sought to determine which officer training route (UY/CC or SUY/SCC) is most appropriate for the individual. Due consideration should be given to factors such as the individual's age, qualifications, experience and personal qualities.

c. **Age Waivers.** In exceptional circumstances, consideration may be given to granting an age waiver. COs should submit any case which is considered to deserve exceptional treatment to the appropriate Professions Manager for a decision.

5013. UY(E) University of Portsmouth Degree Scheme

a. **Eligibility.** The UY(E)UoPDS is open to Engineering Technicians and source specialisation CIS ratings who are studying, or have completed, Engineering BTEC HND or Foundation degrees. Candidates must pass the AIB prior to provisional selection and will then be subsequently assigned to HMS NELSON to read for an Engineering degree (third year) at the University of Portsmouth. Candidates will undertake their degree training as ratings.

b. **Academic Qualifications.** The academic requirements and pre-entry studies for UY(E)UoPDS are shown at Annex 50K. The pre-entry enabling study listed will be provided by the University and is to be completed prior to commencement of degree training. Pre-entry courses will be arranged through the Base Education Officer, HMS NELSON.

c. **Remuneration.** Whilst at University, UY(E)UoPDS candidates are paid at their basic salary depending on the rate held. They may be promoted until such time as they join BRNC.

d. **Post Degree Training.** After graduation, UY(E)UoPDS candidates will undertake Initial Naval Training (Officer) at BRNC followed by professional training (SEMC) (see BRd 8374 Chapter 2).

e. **Financial Commitment and Training Return of Service.** See Para 5303 sub-para c.

5014. Medical Criteria

a. **Medical Standard.** The Medical Entry Standard (MES) for Direct Graduate Entrants (DGE) and Naval College Entrants (NCE) is in accordance with BR 1750A and JSP 950; all UY must be medically fully deployable (MFD).

b. **UY.** Entry requirements are as per below but, due to the arduous nature of the INT(O) course, in date RNPES and BMI/WC must be within the parameters below. Furthermore, in light of the duty of care the Service has to those undergoing such training, the Executive may, having taken medical advice, return any individual to unit whose medical condition or physical fitness is assessed as posing a significant risk, either to themselves or to the completion of training.

Table 50-3. UY BMI Entry Requirements

Age (years)	Male and female minimum	Male and female maximum	Male maximum with additional assessment	Female maximum with additional assessment
18+	18	28	32	30
16 to <18	17	27	27	27

c. The additional assessments required are measurement of waist circumference *and* satisfactory aerobic fitness. For males, waist circumference must be less than 94 cm; for females, waist circumference must be less than 80 cm. These requirements are based upon both research into risk of and type of training injuries, and the health effects of the extremes of BMI. It is generally considered that health becomes an issue when the BMI is outside of a range of 18-30 and the health effects of being underweight or overweight are well known. However, the overall fitness and functional capacity of the individual should also be considered. For example, some individuals, such as body builders, who are lean but have a high BMI due to a high lean body mass, may be suitable for service. There is also clear evidence of a significantly increased risk of musculoskeletal injury (particularly during military training and in females) in those with a low BMI. Similarly, there is evidence that, in individuals with a high BMI, there is decreased muscle endurance and an associated increase in fatigue.

5015. Aircrew - Additional Criteria

a. In addition to the general selection qualifications starting at Para 5011, Aircrew candidates are also required to attend the Officer and Aircrew Selection Centre (OASC) at RAF Cranwell to undergo Computer Based Aptitude Tests (CBAT). Before submitting an application to undertake the CBAT, an application must have been made to the AIB and eligibility confirmed by the Recording Authority. Attendance at CBAT and AIB is concurrent activity, and CBAT does not necessarily need to be completed prior to completion of AIB Multistage Assessment, however, a pass at CBAT (and relevant score for the role) is required for Aircrew entry.

b. Candidates who do not meet the CBAT standard will receive counselling from the Senior Naval Instructor RAF Cranwell regarding their potential future career paths. If the candidate is still considered suitable for entry into other alternative officer arms or specialisations, the RA or parent unit may, if appropriate, request the candidate is permitted to continue with their promotion opportunity. Where a candidate has already successfully completed an AIB, RAs should follow the process detailed at Para 5009 (i).

c. Candidates who have passed the AIB Multistage Assessment and CBAT will be allocated for an Aircrew Medical Examination by the R&A Allocations team. All successful aircrew candidates are subsequently considered for BRNC entry in either the Pilot or Observer specialisations by the FSB.

d. Aircrew candidates will undergo flying grading during their initial officer training. Pilot grading is conducted at RNAS Yeovilton, whilst Observer grading is conducted at RNAS Culdrose. Failure during flying grading will render the candidate unsuitable for flying duties and will result in the case being dealt with by BRNC.

5016. Air Traffic Control - Additional Criteria

a. In addition to the general selection qualifications starting at Para 5011, Air Traffic Controller ratings are required to undergo CBATs at the OASC, RAF Cranwell; these can be completed concurrently with their AIB. Aircraft Controller (AC) ratings who have completed CBATs as an integral part of their AC training are exempt from the selection processes detailed in this Para. Before submitting an application to undertake CBATs, eligibility must be confirmed by the Recording Authority before a CBATs is made.

b. Candidates who do not meet the ATC selection standard will receive counselling from the Senior Naval Instructor, RAF Cranwell regarding their potential future career paths. If the candidate is still considered suitable for entry into other alternative officer arms or specialisations, the RA or parent unit may, if appropriate, request the candidate is permitted to continue with their promotion opportunity. Where a candidate has already successfully completed an AIB, RAs should follow the process detailed at Para 5009 (i).

5017. Royal Marines - Additional Criteria

a. In addition to the general selection qualifications starting at Para 5011, RM candidates are required to attend and pass a 3-day Officer Selection Course (OSC) at CTCRM Lympstone prior to attending the AIB. During the POC, candidates will be briefed on the AIB procedures.

b. SBS (SCC) officers are incorporated in the RM (SF) Arm and as such are effectively a closed group for the purposes of the annual commissioning requirement; promotions and all assignments are tied to the UKSF Group or other dedicated SF posts.

c. Royal Marines (CC 30) candidates must have passed the CLDC and TCC 2 and have a minimum of 12 months seniority as a RM Cpl. Royal Marines (CC 30) candidates will start RM YO training from Term 2.

5018. Training Management - Additional Criteria

a. In addition to the general selection qualifications above, starting at Para 5011, TM candidates must have an honours degree or be in the process of gaining an honours degree, which is recognised in the UK.

b. Candidates will not normally be able to attend the AIB until they have received their degree results in writing. Only in exceptional circumstances, and with the approval of the relevant Profession Manager, will candidates be permitted to attend the AIB without written evidence of their degree results. It should be noted that entry into the Officer Corps will be on production of either the degree certificate or a document containing the candidate’s final results.

5019. Intelligence – Additional Criteria

Candidates from any Naval Service specialisation must meet the criteria in BRd 3(1) Chapter 50 Section 1 and 2 in the first instance and be cognisant of the key attributes and selection/training criteria laid out in BRd 8374. Those candidates meeting the criteria should register interest with the RA. The upper age limit for DE/UY GSX(INT) recruits is set at 39. UY candidates above the current upper age limit should contact the Warfare Profession Manager via their Divisional Chain to discuss the Age Waiver process. The selection and training pipeline for UY candidates will mirror that of the DE GSX(INT) recruits, in summary:

a. Candidates must complete the Defence Aptitude Assessment (DAA) regardless of current branch, trade or specialisation. Candidates who have already completed the DAA may be granted a waiver dependent on if they met the required GSX(INT) criteria.

b. Candidates must be successful at AIB.

c. Successful candidates will be selected via the FSB process alongside other Warfare candidates against a GSX(INT) Maximum Authorised Number (MAuN) agreed between the Pipeline Manager, Profession Manager and Cdr AIB. Those selected will normally enter BRNC under similar timelines to other Warfare candidates.

d. GSX(INT) UY trainees can be expected to complete Ph1 training at BRNC before Common and Specialist Fleet Time in seagoing units/shore establishments prior to starting JMIC.

5020. Period Between AIB and Final Selection

Final allocation to each entry takes place 6-8 weeks before entry to BRNC. Selection for the UY(E) scheme takes place annually and Table 50-4 details when the annual board for each sub-specialisation takes place. RN candidates who are qualified in all respects for entry will be allocated to the next entry at BRNC appropriate to their specialisation. RM candidates join CTCRM in Sep.

Table 50-4. Final Selection Board timetable

Specialisation	FSB Date
Engineer – AE	UY/SUY: 3rd Week in Jul
Engineer – MEGS	UY/SUY: 3rd week in May
Engineer – MESM	
Engineer – WEGS	UY/SUY: 3rd week in Nov
Engineer – WESM	
Logistics	UY/SUY: 3rd week in Oct
Medical Services	UY/SUY: 2nd week in Oct
QARNNS	
Royal Marines – SCCO/WO1 C/S	CC/SCC: 3rd week in May
Training Manager	SUY: 1st week in Sep
Warfare GSX	SUY: Last week in Nov
Warfare GSX – Int	
Warfare GSX – RNP	
Warfare - SM	
Warfare – AV, ATC, O, P (UY Only)	UY/SUY: 3rd week in Oct

5021. Final Selection

a. The names of all candidates considered suitable for officer training are submitted to the FSB, convened by SO1 Profession Manager (PM) or Officer Career Manager (CM). Should an alternate OF4 be selected as Chair, either the PM or CM must be included as a board member. Candidates must be qualified in all respects for promotion to the Officer Corps before final selection can be made. Those selected for entry into BRNC or CTCRM will be informed by the UY/SUY Recording Authority through their COs.

b. Selection of candidates is subject to the requirements of the Service and, consequently, some candidates may not be offered their preferred choice of profession, arm or specialisation.

c. Candidates considered suitable for the UY(E)UoPDS will be provisionally selected to attend the university as a rating. Initial officer training will take place upon successful graduation.

SECTION 3

SUY/SCC SCHEMES

Note. *As part of the upcoming changes to commissioning schemes (see note at 5001), no further RN SUY selection boards will be undertaken. The final extractions under the policy detailed in this section were made in 2025.*

5022. Eligibility Criteria for the SUY Scheme

Candidates for the SUY scheme must fulfil all the minimum criteria below:

a. Aged over 26 on entry to the Officer Corps - but see Para 5030 for profession/specialisation variations.

b. Have completed a minimum of 12 months as a substantive Petty Officer, except for the Engineering Profession (see Para 5029 sub para g to sub para k), Logistics Profession (see Para 5029 sub para l), Communications Technicians (see Para 5029 b sub para (4), QARNNS (Para 5029 sub para o) and Medical Services (Para 5029 sub para p).

c. From the first day of the month that officer training is expected to commence, have a minimum of 4 years to serve as an officer until their retirement date in the Officer Corps.

d. Be medically fit (see Para 5027).

e. In date for the RNPES on arrival at BRNC.

f. Meet the educational criteria (Para 5024 and Para 9617 and Para 9618).

g. Have at least 3 years' service since last Career Check (if any) preceding the date of application (see Para 5026).

h. Have passed the Senior Rates Leadership Course (SRLC).

i. Meet the profession/specialisation specific additional criteria (Para 5029).

j. Be recommended by their CO.

k. Accept a sea-going liability, where appropriate.

l. Not have exercised, or be in the process of exercising, their notice option to leave the Service.

m. Have passed the DAA.

n. Have passed the AIB.

o. Have been selected by the appropriate SUY FSB prior to entry to BRNC.

5023. Eligibility Criteria for the SCC Scheme

Candidates for the SCC scheme must fulfil all the minimum criteria given below:

a. Aged over 26.

b. Have completed a minimum of 12 months as a substantive Corporal (see Para 5029 sub para n).

c. Have a minimum of four years to serve as an officer until their final retirement date in the Officer Corps from the first day of the month that officer training is expected to commence.

d. Be medically fit (see Para 5027).

e. In date for the RM Fitness Test (RMFT) on arrival at CTCRM.

f. In date for the appropriate Junior Command Course (JCC), on arrival at CTCRM.

g. Meet the educational criteria (Para 5024 and Para 9618).

h. Not having been subject to Career Check in the 3 years preceding the date of application (see Para 5026).

i. Meet the profession/specialisation specific additional criteria (Para 5029).

j. Be recommended by their CO.

k. Accept a sea-going liability, where appropriate.

l. Not have exercised, or be in the process of exercising, their notice option to leave the Service.

m. Have passed the AIB.

n. Have been selected by the appropriate SCC FSB prior to entry to CTCRM.

5024. SUY and SCC officers - Required Educational Criteria

Refer to Para 9617 and Para 9618 for further information.

5025. Assignment of SUY Candidates

Candidates for promotion to officer should be encouraged by their Divisional Officers/SJAR Reporting Officers to complete their qualifications within as short a time as possible. As far as it is practicable to do so, this requirement should be borne in mind when the assignment of candidates who have obtained only a proportion of the required qualifications is considered. Preference forms should be annotated accordingly.

5026. Career Check

To be recommended for promotion to the Officer Corps, SUY and SCC candidates must have at least 3 years' service since their last Career Check (if any) preceding the date of application. A rating or other rank who is unable to satisfy this requirement may, however, be considered if deemed to be exceptionally deserving, or having distinguished themselves by special or meritorious service. Such cases are to be submitted to DDPD through Administrative Authorities with a full report of the circumstances.

5027. Medical Criteria

a. Personnel who wish to apply for promotion to the Officer Corps via the SUY and SCC schemes must have the medical category Medically Fully Deployable (MFD). Should prospective candidates not be MFD, a request for a medical waiver may be submitted to the appropriate BM via the Recording Authority as detailed in para(d). Candidates are not required to be MFD in order to attempt AIB, but must be either MFD or in possession of a waiver prior to consideration at FSB.

b. Warfare Profession SUY candidates are to have their eyesight examined and confirmed by the parent establishment for suitability for promotion as mainstream Warfare officers before applying to the AIB for the first time.

Note. *WESM SUY entrants who will undertake periscope and bridge watch-keeping duties will require the same visual standard as mainstream Warfare officers.*

c. **RNPES/RNFT.** In conjunction with BR 1750A, SUYs must be in date for RNPES/RNFT on arrival at BRNC. Due to the nature of the SUY course and the duty of care which the Service has to those undergoing such training, the Executive may, having taken medical advice, return any individual to unit whose medical condition or physical fitness is assessed as posing a significant risk, either to themselves or to the completion of training.

d. **Waiver of MFD Requirement.**

(1) Personnel permanently medically downgraded at a Royal Navy Medical Board of Survey (RNMBOS), whose retention in the Service has been approved by a Royal Navy Medical Employability Board (RNMEB) and who remain Medically Limited Deployable (MLD) with a limited set of Joint Medical Employability Standards as laid down in Para 6908, may now seek a waiver of the above requirement. Existing SUY and SCC candidates who are permanently medically downgraded may also continue to be considered for promotion provided they remain no lower than MLD with caveats appropriate to their profession/specialisation. Prior to consideration by the FSB, candidates must be fully qualified in all other respects.

(2) Applications for SUY or SCC candidature, or continuation of candidature for candidates who are MLD, should be made to DDPD for the attention of the appropriate Profession Manager. Each application will be considered by the Profession Manager on its merits and account will be taken of the potential effect that a medical restriction may have on the ability of a candidate to perform their duties as an officer. On receipt of applications, the Profession Manager will consult the appropriate medical authorities, the Strategic Workforce Planner (Officers) and, as necessary, the relevant Career Manager and SUY/SCC Recording Authority, before approving the eligibility criteria waiver. Where a candidate, for whom the waiver of the MFD requirement has been approved, is subsequently medically downgraded for a medical condition that is unrelated to that considered earlier, this is to be reported to the Profession Manager who will review the situation further.

5028. Promotion to an Alternative Profession/Arm or Specialisation

a. SUY candidates of any specialisation who demonstrate the necessary academic, leadership and officer-like qualities required for commissioned rank may apply for promotion to the Officer Corps to another profession provided that they possess the following:

(1) Meet the general criteria detailed at Para 5022.

(2) Meet the requirements of the profession, arm or specialisation they are applying to join.

(3) Are considered suitable by the relevant Profession Manager of the profession, arm or specialisation they are applying to join.

b. These criteria may be waived by the appropriate Profession Manager, if that is considered to be in the best interests of the Service.

c. COs of ratings and other ranks who wish to change profession on promotion to the Officer Corps should apply to the appropriate Profession Manager who, in turn, will then arrange for such individuals to be interviewed to ascertain their suitability for profession transfer and ensure that they fully understand the ramifications of this change in their career route.

d. SUY candidates applying to change profession to Warfare will be required to meet the appropriate eyesight standard for Warfare officer before applying to the AIB and subsequently gain a BEC prior to being considered at the FSB. Any candidate applying to change profession to deep specialist Warfare will be required to meet the appropriate criteria and to have had a career in that Deep Specialist area. A brief explanation of Warfare profession GS Arm SUY careers is at Para 5029 sub para b and Annex 50B.

e. A candidate's selection of first choice profession/specialisation when initially applying to be considered as a candidate for officer rank is, as a general rule, to be regarded as final. See Annexes to this Chapter for a brief view of career expectations of professions/specialisations. Transferring candidature to another profession/specialisation may, however, be allowed at the discretion of the appropriate Profession Manager, subject to the requirements of the Service. Applications for transfer should be forwarded through the Administrative Authority to the appropriate Profession Manager, copy to the relevant original Recording Authority (RA). On receipt of approval, documents held by the former RA are to be transferred to the new authority. When a rating chooses more than one specialisation, a copy of the document sent to the RA of first choice should also be sent to the RA of the second choice to enable them to monitor the candidate; note that this is only permissible for certain specialisations, RAs can advise.

5029. Profession/Specialisation-Specific Additional Criteria

Additional qualifications required for entry into specific arms/specialisations (see Annex 96J), are as follows but note that, when appropriate, the FSB may waive or reduce the front-line service requirements and the requirement for one years' service in the actual performance of a senior rating's duties.

a. **RN Candidates.**

(1) Have 2 years' sea or front-line service, although the relevant Profession Manager may waive or reduce this where it is in the best interests of the Service or where a candidate has been prevented from achieving the requirement due to the exigencies of the Service.

(2) Have passed the Professional Qualifying Course for Petty Officer, hold the minimum rate of Petty Officer (see Para 5029 sub para m for Logistics profession candidates) and normally have completed one year performing senior rate duties. However, the relevant Profession Manager may waive or reduce this requirement where it is in the best interests of the Service.

b. **Warfare Profession - General Service.** The normal career path for Warfare (GS) mainstream officers recruited via the SUY route will be watch-keeping at sea (OOW) through to PWO. Whilst there is a very slight opportunity for certain Warfare (GS) Mainstream SUY officers to specialise FC, MCD, MW or HM, those recruited via the SUY route will normally be considered for PWO training at the earliest opportunity. More detail on the career path of both mainstream and deep specialist Warfare officers is at Annex 50B. In addition to the criteria earlier in this Chapter, prior to selection by the FSB, candidates must have achieved the following:

(1) **Warfare Profession SUY Experience Form.** Candidates must demonstrate an awareness of the roles of a warfare officer and that they have the potential to deliver as an officer. This is evidenced through acquaints to gain experience and awareness across the Warfare spectrum and must include Bridge and Operation Room experience. Acquaints could include P2000s/47 Cdo RG, Bridge Simulator, MCTS, Mine Warfare School, Dive School, Submarine School, HM School and Air Stations and any other appropriate Warfare experience. There is no set number of acquaints that need to be completed, but there should be no more than one from each area in each unit within a reporting period (e.g. bridge). Experiences may be combined if achieved in one unit (e.g. bridge and Ops Room in a FF/DD). More emphasis will be placed on quality of experience than quantity. An example of the Warfare Profession SUY Experience Feedback Form is at Annex 50L. The form will be included in the reading pack for the FSB.

(2) Four years' sea service since the age of 17½ (or date of entry if later).

(3) Passed the appropriate Professional Qualifying Course for Petty Officer and have had one year's sea service in the actual performance of senior rate duties. These criteria may be waived by BM WAR OF SO2 only when in the best interests of the Service e.g. when considering Front Line Service specialisations unable to complete sea service.

(4) **Intelligence Specialisation.** Successful completion of the Naval Intelligence Aptitude Board (NIAB) at the Naval Intelligence Division, UKSC Chicksands, prior to attending the AIB . Candidates will normally be from the Warfare or RM Combat Intelligence/Communications Technician profession/specialisation, but those from other professions able to demonstrate the necessary aptitude at NIAB may go forward to AIB and FSB as Intelligence candidates.

(5) **X(HM) Sub-Specialisation.** If a potential candidate has completed the 'H2' course as part of the POSR/HM career course, this foundation degree will satisfy the educational requirements to join the Officer Corps in the X(HM) specialisation prior to attendance at BRNC and IWOC. The individual will then have to complete HM(M) course to achieve TPS as a X(HM) Officer. If the candidate has completed the forecaster's course as a rating, this foundation degree will satisfy the educational requirements to join the Officer Corps in the X(HM) specialisation prior to attendance at BRNC and IWOC. The individual will then have to complete HM(H) course to achieve TPS as a X(HM) Officer. All candidates will follow the core Warfare training pipeline and will undertake further specialist training on successful completion of IWOC.

(6) **RN Police Specialisation.**

(a) (For RM Police Troop, see Para 5029 m sub para (4)) Divisional Officers and the Profession/Career Manager should consult with the RA (RN Police) and RNP Command Warrant Officer on potential RN Police and RM Police Troop Officer candidates' career development. All potential candidates, whether UY or SUY will be considered on their own merits, but as a general rule UY should expect to have completed their apprenticeship scheme and attained substantive rank at OR4 and completed the Volume Crime Investigations Course (or equivalent qualification). Only in exceptional circumstances will Provost Marshal (Navy) (PM(N)) grant a waiver for this criteria having taken all other supporting information into account.

(b) Served at sea as a LH(Police) and be recommended for promotion to PO.

c. **Warfare Profession - Submarine Service.**

(1) The rules for those wishing to be Warfare officers (SM) are as in Para 5029 sub para a. and sub para b. Candidates are taken from Warfare Profession specialisations, including Submarine Coxswains. Task Books will be issued to all new candidates by the Warfare (SM) SUY Recording Authority at the RNSMS.

(2) Prior to selection by the FSB, candidates must have a valid Submarine OOW Experience Certificate in any class of submarine, which is to be communicated to the SUY Recording Authority. Once this certificate has been obtained, potential SUY candidates are to ensure that they maintain Rule of the Road currency.

d. **Warfare Profession - Fleet Air Arm: Observer, Aviation (AV) and Air Traffic Control (ATC) Specialisations.** Prior to selection by the FSB and before attendance at the AIB, ratings/other ranks wishing to be considered for Observer duties must have successfully completed Computer Based Aptitude Tests and Observer grading. Results of aptitude tests and grading are to be forwarded to the FAA SUY Recording Authority (FSRA), copied to NAVY PEOPLE-TMG FT PIPELINE MGR. SUY Observer, ATC and AV candidates must also meet the following criteria:

(1) **For Observer.** Have achieved Certificate of Competence in either ASW or CDO Aircrewman (ACMN) roles.

(2) **For ATC.** Have passed the Joint Air Traffic Controllers' Course in all disciplines and has subsequently achieved Competent to Operate status. Candidates who are yet to complete but expected to achieve Competent to Operate status within the next SUY extraction window, may be considered by Navy People-WFPM AV PM SO1 in consultation with NAVY FGEN-NAVN ATM SO2 for selection to ATC. However, such cases will be considered on their merits and the overriding factor will be the requirements of the profession.

(3) **For AV.** have experience of working in an aviation related field that enables them to carry out a role normally undertaken by an SUY AV officer. Ratings/other ranks not from a FAA Warfare or AE specialisation should seek clarification of their eligibility from the FAA SUY Recording Authority at the first instance.

e. **SUY Observer Age Limits.** Notwithstanding Para 5022, the upper age limit for the SUY Observer specialisation is 34 years at the commencement of training at BRNC.

f. **RM Candidates for SUY Observer/AV Duties.** RM candidates selected for SUY Observer/AV duties will enter BRNC and if successful will pass out as an RN officer.

g. **Engineering Profession - General.** With the exception of the TM specialisation, the only avenues for promotion to Engineer officer is via the routes at Annex 50J.

h. **Marine Engineering (ME) or (MESM).** The minimum requirements to apply to the AIB are as follows:

(1) Educationally qualified (see Para 9618).

(2) Recommended by their CO.

(3) Prior to selection by the FSB, in addition to the general criteria in this Chapter and Annex 50J, candidates must also have, as a minimum, 3 years' service since being rated POET(ME), 2 years associated with maintenance tasks.

i. **Fleet Air Arm (AE) (M) or (AV).** POAETs are not suitable for the AE SUY route. To be eligible to attend BRNC as an AE SUY, an individual must hold the ACC qualification (FAA|ACC Aircraft Certificate of Competence|Navy|). Any offer of an AE SUY place will be conditional on an individual achieving the ACC by BRNC start date minus 3 months. Should an individual be unsuccessful in meeting this requirement, their offer will be rescinded and a reserve may be activated; the individual would be eligible for consideration at all subsequent FSBs.

j. **Weapon Engineering (WE) or (WESM).** Candidates must have served for at least 3 years since being rated Petty Officer of which 2 years must be sea going service or service in authorised complement positions.

k. **CIS Source Specialisation.** Source Specialisation CIS Senior Ratings, who have not cross trained to ET(WE)CIS/CISSM, will follow a route to SUY WE C or SUY WESM C extraction.

l. **Training Management (TM) Candidates.**

(1) TM candidates must have an honours degree, or be in the process of gaining an honours degree, which is recognised in the UK.

(2) Candidates will not normally be able to attend the AIB until they have received their degree results in writing. Only in exceptional circumstances, and with the approval of the relevant Profession Manager, will candidates be permitted to attend the AIB without written evidence of their degree results. It should be noted that entry into the Officer Corps will be on production of either the degree certificate or a document containing the candidate's final results.

m. **Logistics Profession.** Prior to selection by the FSB:

(1) **Logistic Source Profession Candidates.**

(a) Must be at least a confirmed Petty Officer.

(b) Must have served for at least one assignment in a ship or establishment or on a staff where they are to be reported on by an officer of the Logistics Profession. Where a candidate is educationally qualified but has not served as above, the fact is to be reported in writing by the rating's CO to NAVY PCAP-CM OR LOGS SO2 who will arrange an appropriate assignment.

(2) **Royal Navy Family and People Support (RN FPS) SUY Candidates.**

(a) Must have served for not less than 3 years in a specialist welfare casework position within RN FPS since passing the Defence Specialist Welfare Workers Course (DSWWC).

(b) Must undertake selection and commissioning as SUY(Logistics) officers plus Phase 2 professional Logistics training.

(c) Must have passed the NS FPS Professional Board.

(d) **Prior to attending BRNC.** Candidates must hold a Degree in Social Work (Annex 50E Para 6) and be registered as a Social Worker with Social Work England.

(3) **Transferees from other Professions.**

(a) Must be at least a confirmed Petty Officer or Sergeant RM.

(b) Must apply to the Logistics Profession Manager, who will then arrange for an interview to be conducted to ascertain motivation towards, and suitability for, SUY candidature in the Logistics Profession.

(c) Must conduct a series of acquaints with Logistics departments, both at sea and ashore, in order to widen their knowledge of the profession and demonstrate to the FSB their ongoing commitment to the Logistics Profession. Further guidance on the requirement for acquaints and reporting will be provided by the Logistics Profession SUY RA.

(4) **Age Waivers.** As always, no one route will suit all circumstances and age waivers for younger SRs to be considered SUY candidates, or older JRs to be considered as UY candidates, can be made on a case by case basis. Age waiver applications are to be applied for by the DO of the potential candidate to the Logistics Profession Manager, via the Logistics UY/SUY RA.

n. **Royal Marines and Royal Marines Band Service.**

(1) In order to be considered for SCC extraction, RM and RMBS candidates must have served not less than one year as a substantive Corporal and meet all the criteria at Para 5023. For consideration as a candidate for the SUY scheme, individuals must have served not less than one year as a substantive Sergeant and meet the criteria at Para 5022.

(2) **Royal Marines Band Service.** SCC(B) candidates must also have obtained a LRSM/LRAM Conducting (Military Band) Diploma prior to attendance at the AIB and have qualified in all parts of the Bandmaster's examination. Recognised music diplomas are an acceptable alternative to two GCSE passes for SCC (B) candidates only.

(3) **SBS(SCC).** Only Swimmer Canoeist ranks will be considered for SBS (SCC) commissions and are required to be recommended by CO SBS. Generally, candidates will be selected for commissions from WO2 or CSgt rank to meet the pre-requisite SF experience requirement (although exceptions can be made to meet the needs of UKSF).

(4) **RM Police Troop.** The rules at Para 5029 b sub para (6) apply equally to RM Police Troop candidates wishing to be considered for RN Police SUY. However, the sea service requirement (Para 5029 b (6) sub para (b)) is to be substituted with 12 months' service as a Detachment Commander. This period may be accumulated.

o. **QARNNS.** In-Service candidates must hold a Sub part 1 or 2 registration with the Nursing and Midwifery Council (NMC) and must be a substantive Leading Hand or above. At the discretion of the QARNNS Recording Authority, candidates may be deferred when there are already too many nominations or when, in the Recording Authority's judgement and with the agreement of the CO, a candidate is not yet ready to attend the AIB.

p. **Medical Services (MS)**

(1) MS officer candidates may be selected from any specialisation of the Medical and Dental specialisations or QARNNS or, exceptionally, as a sideways entry; all must be in the rank of at least confirmed Leading Hand or Corporal RM.

(2) Sideways Entry Candidates must apply in writing to the Medical Profession Manager who will then arrange for an interview to be conducted to ascertain motivation towards and suitability for service as an MS officer. Candidates will undertake a series of acquaints with Medical departments and organisations, in order to widen their knowledge of the profession and demonstrate to the FSB their ongoing commitment to MS. Further guidance on the requirement for acquaints and reporting will be provided by the MS profession SUY RA.

(3) Exceptionally, MS officers may be recruited as direct entry officers from civilian applicants for specific posts identified by the Profession Manager, such as MS Officer Submarines (Health Physicist) or Environmental Health Practitioner.

5030. AIB

The process for attendance at AIB is described at Section 1. Candidates may appear before the Board in advance of achieving all the pre-selection qualifications provided they expect to be fully qualified within 12 months of attending the AIB. Candidates for TM officer will not normally be able to attend the AIB until they have received their degree results in writing. Only in exceptional circumstances, and with the approval of NAVY PERS-CM ENG TMSO1, will candidates be permitted to attend the AIB without written evidence of their degree results.

5031. Final Selection Board (FSB)

a. The names of all the candidates considered suitable for officer entry by the AIB are passed to SUY/UY Recording Authorities who will arrange FSBs for the next appropriate BRNC or CTCRM entry. Recording Authorities are essential members of the FSBs as they oversee the progress of each SUY/UY candidate and can advise on their preparation and achievement. Most FSBs include the appropriate Profession Manager and, in some cases, a Career Manager. These officers, together with profession, arm and specialisation specific personnel, are important members of the relevant Board.

b. In making their selections, the Board takes into account the candidate's Service record, performance at the AIB, professional aptitude testing (where appropriate), appraisal reports and previous trade experience in relation to the employment needs of the officer specialisation. The following should be noted:

(1) Selection Boards are required to select suitable ratings for promotion to officer, based primarily on their merit to meet the numerical profession/specialisation and, if appropriate, specialist requirements. The requirement for this selection is also derived from the Service need which may, on occasion, limit the extraction from a donating profession/specialisation in order to maintain sustainability of that profession/specialisation. Merit is defined as suitability and capacity and having sufficient experience to be employed in at least the next higher rank. Therefore, promotion to officer is not awarded for current and previous good performance. Factors such as consistency of success in delivery (especially in the face of particular challenges), leadership and management acumen, accomplishment with people, ability to make things happen, ability to think at a level above the peer group, potential flair for command and future employability in both specialist and broader assignments all constitute merit.

(2) Selection is primarily based on merit which includes factors such as seniority, experience and time to serve. Although the RN is exempt from the Age Discrimination legislation, it would not be proper to take account of age alone as a factor in selection. Although legitimate factors such as seniority, experience and time to serve are, in many cases, linked to age, it is important to note that they are separate considerations in selecting candidates. For example, if there is a Service requirement that SUY candidates need to serve for a particular period in order to be capable of qualifying and serving up to a certain level, then age is a legitimate factor. Although it is likely to result in the exclusion of older candidates, this will be on the grounds they have insufficient time left to serve to meet an important Service requirement, and not their age alone. Similarly, if, for demonstrable profession/specialisation structural reasons, it is important to maintain a through flow of personnel, it may be appropriate to take into account length of remaining service (which may be determined by age) as a factor in candidate selection provided that other factors such as quality and experience are also taken into account. In other words, selection should not be made based on age, but rather merit together with the justifiable requirements and best interests of the Service.

(3) FSBs are to conduct their business in accordance with Defence Diversity and Inclusion requirements (see Chapter 30).

c. Provided that they have passed the AIB, all fully qualified SUY/UY and SCC candidates will be considered on every occasion until they are promoted, cease to be eligible, or after 5 years when an AIB pass is no longer valid or advised by the FSB that their prospects in relation to other candidates suggests their candidature be terminated. As the nature of the various SUY/UY FSBs varies depending on the specialisation in question, the SUY/UY and SCC FSB feedback process is to be standardised in a similar way to officer Promotion Boards and the same descriptors are to be used, as follows:

(1) ***A.*** Candidates who, in comparison with others of their profession and rank, are ready for selection and broad employment at this time;

(2) ***B+.*** Candidates who, in comparison with others of their profession and rank do not justify selection this time but who stand every possibility, on current reporting, of being assessed A at the next board.

(3) ***B.*** Candidates who, in comparison with others of their profession and rank, do not justify promotion this time but who are judged to have the potential to become serious contenders for promotion in the next 2 years.

(4) ***C.*** Candidates who are not currently showing the potential for promotion in the next 2 years.

(5) ***C+.*** Candidates who are nearing retirement for whom, for the period of their remaining service, no opportunities for employment in the higher rank currently exist, but who would otherwise have been graded A–B.

d. Amplifying detail should be added as appropriate. Recording Authorities should then record FSB results in order to inform FSBs of the candidate's recent FSB results. This process should make it possible to provide appropriate advice to qualified SUY/UY and SCC candidates in order to manage their expectations and enable better informed career decisions such as whether to persevere as an SUY/UY; consider an alternative specialisation or suspend their candidature.

e. **SUY/SCC Selection Process Timetable.** In order to provide sufficient time to relieve nominees within normal assignment notice, the timetable for the SUY/SCC selection process to fit in with the BRNC and CTCRM entries is at Table 50-4 (dates are latest for completion of action).

Table 50-5. SUY/UY/SCC Selection Process Timetable

Event	Date	Action
Profession and Career Managers (consulting Recording Authorities) determine extraction targets for each specialisation	By mid Jul	RMs/SUY/UY RA/SCC RA
Promulgate SUY/UY/SCC Extraction Targets for forthcoming FY	By mid Jul	DDPD/PPLAN SWPO SO1
Initial Nomination Signal(s) – May/Jul/Sep BRNC Entries	By mid Oct	DDPD/PPLAN SWPO SO1
Assignment Action for May/Jul/Sep BRNC Entries	By mid Nov/Jan	DDPD/RCM
Update forecasts of /UY Candidates (as required)	By mid-Jan	SUY/UY RAs
Initial Nomination Signal(s) – for BRNC Entries	By mid Apr	DDPD/PPLAN SWPO SO1
Assignment Action for BRNC Entries	By mid-May/Jul/Sep	DDPD/RCM

f. FSBs, including additional FSBs, are to be convened at least six months before the relevant BRNC entry; the CTCRM FSB is held in March of the previous year (13 months' lead-time). If appropriate, FSBs may need to consider more than one entry (e.g. May and Jul). Additional FSBs will be required if there is a need to review the candidates selected at an earlier FSB or if circumstances change, for example, new candidates for available spaces. Supplements to the BRNC entry signals will be issued as necessary by DDPD-PPLAN SWPO SO1.

g. Following FSBs, Recording Authorities e-mail (or signal) the list of candidates selected for the relevant entries to BRNC to DDPD-PPLAN SWPO SO1, copy to relevant Profession Manager. A co-ordinated nomination signal will be sent by DDPD-PPLAN SWPO SO1 informing BRNC, relevant Profession and Career Managers and all nominated candidates six months before the relevant BRNC entry point.

h. SCC Recording Authorities e-mail (or signal) the list of candidates selected for the CTCRM Apr entry to CTCRM, copy to relevant Profession and Career Managers.

5032. Delays in attending BRNC and CTCRM

Occasionally, Service requirements may result in SUY and SCC candidates starting BRNC or CTCRM later than the entry date that is provisionally offered. In such cases, individuals will not be entitled to any further backdated seniority on becoming an officer.

5033. Retirement Ages - SUY/SCC Candidates

For details on officer retirement, see Para 5427.

a. Retirement age regulations for SUY/SCC officers promoted before 1 Jan 01 are contained in Chapter 54.

b. SUY and SCC who were promoted to the Officer Corps from 1 Jan 01 to 31 Mar 15, and cannot complete a full IC, will retire on their officer rank related retirement date or on the day that their former rating/rank career or engagement was due to end, whichever is later.

c. SUY/SCC officers promoted from the ranks on or after 1 Apr 15, with the exception of those on the SUY(WO) or the subsequent WO1CS (see sub-para d), are no longer subject to rank related retirement age policy and will retire at the end of their commission or at age 55, whichever is earlier.

d. Warrant Officers promoted from the ranks as SUY(WO) or WO1CS will retire at the end of their commission or at age 60, whichever is earlier

SECTION 4

WARRANT OFFICER 1 COMMISSIONING SCHEME

Note. *As part of the upcoming changes to commissioning schemes (see note at 5001), no further RN WO1CS selection boards will be undertaken. The final extractions under the policy detailed in this section were made in 2025.*

5034. Introduction

The Warrant Officer 1 Commissioning Scheme (WO1CS) offers bespoke Officer selection, training and in-Profession/Specialisation employment opportunities and will provide Warrant Officer 1s with a continued career as a Lieutenant (and to a limited extent beyond) in a way which recognises and utilises their considerable Service skills and experience. The promotion of individuals through this process remains specific to the Profession and Discipline of the candidate and employment will be determined through the respective Officer Career Manager (OCM). It follows, therefore, that prospective WO1CS candidates should discuss the specific range of Officer assignments that will be available in the forthcoming annual cycle with the OCM before making a decision to volunteer.

5035. WO1 Commissioning Board

RN Promotions will convene a WO1 Commissioning Board (WO1CB) annually which will consider all applicants by Profession and Discipline and select a number based on the MAUN. The WO1CB will use the candidates' ordinary promotion dossier and apply the Definition of Merit to determine a strict candidate order of merit. The design and intent of the Warrant Officer 1 Commissioning Scheme is to employ ex-WO1s in specialist Officer roles on a relatively limited commission and is therefore demonstrably different to the selection of in-Service candidates on either the UY or SUY schemes. As such, the traditional Admiralty Interview Board (AIB) will not apply to this scheme and those candidates that have previously been unsuccessful at AIB are eligible to apply.

5036. Training at BRNC Dartmouth

Successful candidates at the WO1CB will be allocated to the WO Commissioning Programme (WO1CP) at BRNC Dartmouth. Career Management will align entry dates (three per year) with onward Officer assignments or additional training (if applicable). The WO1CP is delivered separately to the SUY course and comprises three weeks of unassessed academic lectures, intellectual forums and ceremonial training to support the transition to Officer. The WO1CP will culminate with a full commissioning Pass-out Parade alongside all other Officer Cadets at the end of their Phase 1 Training. The requirement for Phase 2 or 3 Training is driven by the requirement to meet the Profession/Specialisation specific Officer Role Performance Standard (RPS) for the Profession and Discipline in question and is detailed in the annual WO1CS RNTM.

5037. Eligibility Criteria for the WO1CS

Candidates for the WO1CS must fulfil all the minimum criteria below:

a. Aged 54 years or younger at the Common Reporting Date for WO1 in the year of the selection board.

b. Be a substantive WO1.

c. Have received at least one annual appraisal as a substantive WO1 with a positive recommendation for the scheme.

d. Be Medically Fit (see Para 5041).

e. Meet the education criteria in para 9619[1] prior to the Commissioning Board sitting[2].

f. Have at least 3 years' service since last Career Check (if any) preceding the date of the WOCB.

g. Acknowledge the requirement for a sea-going or deployed op-tour liability as part of the application process.

h. Not have exercised, or be in the process of exercising, their notice to leave the Service.

i. Must be serving on ES1/2/3 which expires after the end of the calendar year in which the Selection Board sits.

5038. Generic Terms and Conditions of Service (TACOS)

The generic Terms and Conditions of Service (TCOS) for the WO1CS Scheme have been developed to reflect the additional experience and skills gained through longer service up to and in the rank of WO1. The key features are:

a. Promotion to Lt RN (plus one-year seniority) on commencing the WO1CP at BRNC.

b. A minimum 5% pay rise[3] on commissioning.

c. Starting on Initial Commission Stage with six years' Officer service (ICS6) or to Retirement Age of 60, whichever is earlier.

[1] Minimum Educational Standard is two GCSEs Grade A*- C in English Language and Mathematics: NEB recognised equivalents qualifications that are accepted in lieu of the GCSE are: Scottish Intermediate 2; GCE Ordinary Level (Grade A, B or C); Certificate of Secondary Education (CSE) (Grade 1). Functional Skills Level 2 is not an equivalent for the purpose of commissioning under the UY/CC, SUY/SCC or WO1CS.
[2] JPA to be annotated with the Competency: PROFESSIONAL/Qualified Educationally for WO1 Commissioning Scheme/NAVY.
[3] JSP754 Pt 1 – Annex A to Ch 1 Section "Treatment of Personnel Following a Promotion", v.28, dated 1 Sep 18.

d. Commissioned WO1s will become eligible for promotion to Lt Cdr in line with extant policy, namely the attainment of four years' seniority as a Lt on 1 Oct of the year of the promotion board, but they will remain in zone until Termination minus 1 year. Owing to the higher starting rank and accelerated seniority, this is likely to be effective just after their first assignment as an Officer. AHR appointments are in accordance with BRd 3(1) Chapter 66 Section 4.

e. Commissioned WO1s will enter the zone for Commission transfer on completion of 3 years Officer service and exit at Termination minus 1year (similar to Chaplains on ICS6 – Para 4912).

f. All Warrant Officer 1s will remain eligible for the SUY process and candidates may apply to both schemes in parallel. The WO1CS is a niche process designed to swiftly commission experienced Warrant Officer 1s on a short six-year commission and employ them in their specialist areas with minimal additional training. There will be very limited opportunity for further promotion or commission transfer. Those Warrant Officer 1s who still have a considerable length of Service ahead of them (and are therefore able to take advantage of a full Officer career) may wish to consider the SUY scheme owing to its considerable medium to long term benefits in comparison to this scheme[4].

5039. RM Specific Eligibility Criteria

The following additional criteria will apply to RM WO1s:

a. Educationally qualified for SCC. Refer to para 9619 for further information.

b. In date RMFT on CRD and upon commissioning.

c. 12 months seniority from WO1 CPD.

5040. RM Specific Training

RM GS and RMBS WO1s selected for commissioning will undertake the SCCO Course at CTCRM vice the BRNC WOCP. Whilst the SCCO course is longer than the WO1CP, the total length of initial officer training is comparable when considering the additional role-specific training required by other RN Professions post BRNC. MAB6 selectees will undertake a bespoke package as required.

5041. Career Check

To be recommended for promotion to the Officer Corps, WO1CS candidates must have at least 3 years' service since their last Career Check (if any) preceding the date of application. A rating or other rank who is unable to satisfy this requirement may, however, be considered, if deemed to be exceptionally deserving, or having distinguished themselves by special or meritorious service. Such cases are to be submitted to Hd WFPT through their Recording Authority with a full report of the circumstances.

[4] 12 Year Initial Commission, BRNC SUY course and Phase 2 training making the individual broadly employable in Spec and CAPPS assignments.

5042. Medical Criteria

a. Personnel who wish to apply for promotion to the Officer Corps via the WO1CS schemes must have the medical category Medically Fully Deployable (MFD).

b. **Waiver of MFD Requirement:**

(1) Personnel permanently medically downgraded at a Royal Navy Medical Board of Survey (RNMBOS), whose retention in the Service has been approved by a Royal Navy Medical Employability Board (RNMEB) and who remain Medically Limited Deployable (MLD) with a limited set of Joint Medical Employability Standards as laid down in Para 6907, may seek a waiver of the above requirement.

(2) Applications for WO1CS candidature, or continuation of candidature for candidates who are MLD should be made to Deputy Director People Delivery via the Recording Authority for the attention of the appropriate Profession Manager. Each application will be considered by the Profession Manager on its merits and account will be taken of the potential effect that a medical restriction may have on the ability of a candidate to perform their duties as an officer. On receipt of applications, the Profession Manager will consult the appropriate medical authorities, the Strategic Workforce Planner (Officers) and, as necessary, the relevant Career Manager and Recording Authority, before approving the eligibility criteria waiver. Where a candidate, for whom the waiver of the MFD requirement has been approved, is subsequently medically downgraded for a medical condition that is unrelated to that considered earlier, this is to be reported to the Profession Manager who will review the situation further.

5043. Senior Command Warrant Officer (SCWO) - Additional TACOS

Incumbents of SCWO positions will automatically benefit from the WO1CS TCOS with an additional 2 years OF2 seniority (OF2 + 3 years total). Their 6-year ICS will be in their existing Profession and will commence on leaving their SCWO assignment and commencing the WO1CP or SCCO at BRNC Dartmouth or CTC Lympstone respectively.

ANNEX 50A

UY/CC AND SUY/SCC RECORDING AUTHORITIES

Branch/Specialisation	UY/SUY RA or SPOC
Warfare	
GS(X) Intelligence	UKStratCom-DI-DITG-DSI NIDOC
GS & HM	NAVY PEOPLE-WFPM WAR SO2
SM	NAVY PEOPLE-TMG RNSMS SXO
Fleet Air Arm	
AV, O & ATC - SUY	NAVY CU-RNSFDO OC
P, O & ATC – UY	NAVY CU-AIR TMS CI
Engineering	
ME & MESM	DSMarE-ME-REC-AUTHORITY
WE, WESM & C	NAVY PEOPLE-TMG FSHR ES WETGspt
AE	DSAE-RNAESS AERA
TM	NAVY FGen-NAvn AV TM
Logistics and Welfare	
L	DCLPA-DSLA-MCTS-CTO4-LogsRA
RNP and RM Police Troop	NAVY POLICE-HQ COS
Medical	
MS & QARNNS	NAVY HEALTHCARE-RECORD AUTHORITY (MULTIUSER)
Royal Marines	
RM CC	NAVY RA-DOCC CO
RM (inc SBS & RMBS) SCC	NAVY PEOPLE-PROMS WO1 RM
Royal Naval Reserves	
All Professions	NAVY PEOPLE-MR HQ RNR TRG SO2

ANNEX 50B

WARFARE SUY OFFICERS - CAREER EXPECTATIONS

1. Mainstream Warfare SUY Officers' Career Path

a. The mainstream X SUY officer will complete an 11 week course at BRNC Dartmouth. The first week will be an induction week and include Physical Training, English Language and Essay Structure Lessons, River Training, Leadership Seminars and other Academic Lessons. Following that, SUYs will spend the next 10 weeks fully integrated with their Direct Entry counterparts undertaking the INT(O) Marinisation Phase. This includes Maritime Operations, Academics, Twin Screw Picket Boats, Navigation, Maritime Leadership Development (MLD), the Maritime Assessed Leadership Exercise (MARL) and a Passing-out Parade. They will then remain at BRNC for 15 weeks of professional training, Initial Warfare Officers (Foundation) Course (IWO(F)), before proceeding to the Maritime Warfare School to attend a 4 week navigation course (including WECDIS Course and Initial Warfare Officers Navigation (IWO NAV)). This will be followed by Specialist Fleet Training (SFT), which will last about 9 months (to include 600 hours of bridge watch-keeping). This period at sea, when coupled with the training prior to the award of the Bridge Watch-keeping Certificate (BWC), will meet the needs of Standards of Training Certification and Watch-keeping (STCW). Mainstream X SUY officers will then be assigned to the 15-week Initial Warfare Officers' Course (IWOC) at the Maritime Warfare School, during which they will be examined prior to the award of the Navigational Watch Certificate (NWC). The certificate will permit an individual to keep an unsupervised navigational watch of a vessel in a benign warfare environment once Platform Endorsed (PE'd). Failure to achieve the NWC will result in withdrawal from training.

b. During the IWOC, the mainstream X SUY officer may be selected to specialise SM, especially if from a submarine background, or in a very few cases HM or FC. The vast majority, however, will proceed to their first ship for watch-keeping duties, with the aim of being selected for PWO training at the earliest appropriate opportunity. Early on in their First Complement Assignment (FCA), mainstream SUY officers will be required to gain a PE for the class of warship in which they are serving and then within their first year gain their Bridge Warfare Qualification (BWQ). The latter will permit an individual to keep an unsupervised navigational watch in a busy warfare environment and to subsequently take Ops Control as a Warfare Officer in the Operations Room.

c. Unlike Direct Entry officers, there is not the option to specialise as a Pilot or Observer, and only in exceptional circumstances train as an MCDO, (in particular if they have an MCD or MW background as a rating), after the FCA. This is due to there being insufficient time to specialise and subsequently be employed in specialist assignments before proceeding on the PWO course. Therefore, after one, two or occasionally three complement assignments, the majority at sea, X mainstream SUY officers will follow the PWO route. This usually comprises the Initial Command and Staff Course (Maritime) (ICSC(M)) and the PWO course in a package which lasts about 12 months.

d. During the PWO course, all students are trained generically and no longer streamed, although they will be assigned to their first ships in order to achieve Role Performance Standard (RPS). Limited options may be available to subsequently train as a PWO(N). Following at least one seagoing warfare assignment and achieving RPS, most PWOs have the opportunity to serve ashore. Apart from periods of shore-based training, this is likely to be the first shore assignment since promotion to the Officer Corps. Mainstream X SUY officers will be competing for promotion with other warfare officers on merit but they have a much greater opportunity to achieve higher rank and a more diverse career than that available to their more specialist peers. This includes sea command. Competition is strong, however, so only the most able are likely to emerge successfully from the selection process.

e. MCD ratings selected to enter the officer MCD Officer cadre will be expected to remain in that specialisation although, in consultation with the Career Manager, PWO training will remain an option. The MCDO cadre has opportunities to promote to OF3, but officers require the PWO qualification to promote to OF4 and beyond.

2. Deep Specialist Warfare UY/SUY Officers Career

a. There remains a limited specialist requirement for officers recruited via the SUY route for Intelligence, AV and RN Police specialisations (includes RNP UY candidates). The requirement for officers in these specialisations is relatively small and assignments and promotion prospects are more limited, so ratings who are considering this path may wish to discuss these issues with the appropriate Recording Authority (listed at Annex 50A) prior to requesting to become a candidate. There is no requirement for Specialist SUY candidates to obtain a BWC or eyesight waiver.

b. Specialist X SUY officer will join BRNC for a one term limited academics package before taking up their first complement assignment. Although they have a liability for sea service and Operational Tours, the majority of their employment will be ashore within their specialist area with very occasional opportunities for broadening. Officers of the AV and RN Police specialisations will not receive any training in watch-keeping and will not be employed as an OOW. There is a minimal requirement for RN Police Commanders but this is expected to increase with competitive roles at and above OF4 in the Defence Serious Crime Command. With promotion to requirement the main driver after merit, the prospects for promotion beyond Lieutenant Commander are limited for deep specialist warfare officers.

c. The General Service Warfare Intelligence (GSX INT) sub-specialisation, which subsumed the Electronic Warfare Deep Specialisation, was established in 2009. The GSX INT sub-specialisation has a strength of approximately 160 officers. SUYs will compete for promotion alongside their direct and sideways entry counterparts who have specialised after joining the Trained Strength. Deployable, sea and shore liability is increasing as intelligence becomes mainstream in the RN and Joint operations and broader career profiles, including Common Appointments, are possible. GSX INT officers (including SUYs) have the opportunity to reach OF5 rank based upon merit.

3. Warfare SUY (Warrant Officer) Officer's Career

a. There is a limited requirement for specialist officers to be promoted via the SUY(Warrant Officer) route. As the requirement for officers in these specialisations is relatively small, however, and assignments and promotion prospects more limited, ratings who are considering this path may wish to discuss these issues with the appropriate Recording Authority (listed at Annex 50A) prior to requesting to become SUY(WO). There is no requirement for SUY(WO) candidates to obtain a BWC or eyesight waiver.

b. SUY(WO) officers will join BRNC for a one term phase with a limited academics package before taking up their first complement assignment. Where appointing profiles allow, they will then be assigned to the Initial Command and Staff Course (Maritime) (ICSC(M)) and extant Maritime Planning Officer training course, or the Joint Operational Planning Course before taking up their first complement assignment. A typical career is at Figure 50B-1.

Figure 50B-1. Typical SUY(WO) Career Path

c. Although they have a liability for operational deployments, the majority of their employment will be ashore within their specialist area with very occasional opportunities for broadening. With promotion to requirement the main driver after merit, the prospects for promotion beyond Lieutenant Commander are extremely small for specialist Warfare officers.

4. Acknowledgement

Extracts from paragraphs 1 and 2 above, at Appendix 1 and Appendix 2 to this Annex respectively, are to be signed by all potential X SUY officers.

APPENDIX 1 TO ANNEX 50B

ACKNOWLEDGEMENT OF MAINSTREAM SUY WARFARE OFFICERS' CAREER IMPLICATIONS

1. The Mainstream X SUY officer will complete an 11 week course at BRNC Dartmouth. The first week will be an induction week and include Physical Training, English Language and Essay Structure Lessons, River Training , Leadership Seminars and other Academic Lessons. Following that, SUYs will spend the next 10 weeks fully integrated with their Direct Entry counterparts undertaking the INT(O) Marinisation Phase. This includes Maritime Operations, Academics, Twin Screw Picket Boats, Navigation, Maritime Leadership Development (MLD), the Maritime Assessed Leadership Exercise (MARL) and a Passing-out Parade. They will then remain at BRNC for 15 weeks of professional training, Initial Warfare Officers (Foundation) Course (IWO(F)), before proceeding to the Maritime Warfare School to attend a 4 week navigation course (including WECDIS Course and Initial Warfare Officers Navigation (IWO NAV)). This will be followed by Specialist Fleet Training (SFT), which will last about 9 months (to include 600 hours of bridge watch-keeping). This period at sea, when coupled with the training prior to the award of the Bridge Watch-keeping Certificate (BWC), will meet the needs of Standards of Training Certification and Watch-keeping (STCW). Mainstream X SUY officers will then be assigned to the 15 week Initial Warfare Officers' Course (IWOC) at the Maritime Warfare School during which they will be examined prior to the award of the Navigational Watch Certificate (NWC). The certificate will permit an individual to keep an unsupervised navigational watch of a vessel in a benign warfare environment once Platform Endorsed (PE'd). Failure to achieve the NWC will result in withdrawal from training.

2. During the IWOC, the Mainstream X SUY officer may be selected to specialise SM, especially if from a submarine background, or in a very few cases HM or FC. The vast majority, however, will proceed to their first ship for watch-keeping duties, with the aim of being selected for further training, in the main PWO training, at the earliest appropriate opportunity. Early on in their First Complement Assignment (FCA), mainstream SUY officers will be required to gain a PE for the class of warship in which they are serving and then within their first year gain their Bridge Warfare Qualification (BWQ). The latter will permit an individual to keep an unsupervised navigational watch in a busy warfare environment and to subsequently take Ops Control as a Warfare Officer in the Operations Room.

3. Unlike Direct Entry officers, there is not the option to specialise as a Pilot or Observer, and only in exceptional circumstances train as an MCDO, (in particular if they have an MCD or MW background as a Rating), after the FCA. This is due to there being insufficient time to specialise and subsequently be employed in specialist assignments before proceeding on the PWO course. MCD ratings selected to enter the officer MCD cadre will be expected to remain in that specialisation, although PWO training will remain an option in consultation with the Career Manager. Therefore, after one, two or occasionally three complement assignments, the majority at sea, X Mainstream SUY officers will follow the PWO route. This usually comprises the Initial Command and Staff Course (Maritime) (ICSC(M)) and the PWO course, in a package lasting about 12 months.

4. During the PWO course, all students are trained generically and are no longer streamed, although they will be assigned to their first ships in order to achieve Role Performance Standard (RPS). Limited options may be available to subsequently train as a PWO(N). Following at least one sea going warfare assignment and achieving OPS, most PWOs have the opportunity to serve ashore. Apart from periods of shore-based training, this is likely to be the first shore assignment since promotion to the officer corps. Mainstream X SUY officers will be competing for promotion with other warfare officers on merit but they have a much greater opportunity to achieve higher rank and a more diverse career than that available to their more specialist peers. This includes sea command. Competition is strong, however, so only the most able are likely to emerge successfully from the selection process.

5. I hereby sign that I have read the above and acknowledge that a career as a mainstream Warfare Officer involves successive sea assignments (usually until reaching mid seniority Lt Cdr) and that the GS Arm career path will be OOW followed by PWO, even if selected for another specialisation during the early stages of a career as an officer.

Signed ..... Name .....

Rank/Rate ..... Date .....

This form is to be forwarded to BRNC for inclusion in the SUY officer's E190.

APPENDIX 2 TO ANNEX 50B

ACKNOWLEDGEMENT OF SUY (WARRANT OFFICER) WARFARE OFFICERS' CAREER IMPLICATIONS

1. There is a limited requirement for specialist officers promoted via the SUY route.(Warrant Officer) route. As the requirement for officers in these specialisations is relatively small, however, and assignments and promotion prospects more limited, ratings who are considering this path may wish to discuss these issues with the appropriate Recording Authority (listed at Annex 50A) prior to requesting to become an SUY(WO). There is no requirement for SUY(WO) candidates to obtain a BWC or eyesight waiver.

2. SUY(WO) officers will complete an 11 week course at BRNC Dartmouth. The first week will be an induction week and include Physical Training, English Language and Essay Structure Lessons, River Training, Leadership Seminars and other Academic Lessons. Following that, SUY officers will spend the next 10 weeks fully integrated with their Direct Entry counterparts undertaking the INT(O) Marinisation Phase. This includes Maritime Operations, Academics, Twin Screw Picket Boats, Navigation, Maritime Leadership Development (MLD), the Maritime Assessed Leadership Exercise (MARL) and a Passing out Parade. Where appointing profiles allow, they will then be assigned to the Initial Command and Staff Course (Maritime) (ICSC(M)) and extant Maritime Planning Officer training course[1], or the Joint Operational Planning Course before taking up their first complement assignment.

3. Although SUY(WO) scheme officers have a liability for operational deployments, the majority of their employment will be ashore within their specialist area with very occasional opportunities for broadening. With promotion to requirement being the main driver after merit, the prospects for promotion beyond Lieutenant Commander are extremely small for specialist Warfare officers.

4. I hereby sign that I have read the above and acknowledge that a career as a specialist Warfare officer may involve sea assignments or Loan Foreign Service (LFS).

Signed ..... Name .....

Rank/Rate ..... Date .....

This form is to be forwarded to BRNC for inclusion in the SUY officer's E190.

[1] In accordance with RNTM 01-019/20 (Maritime Planning Officer).

ANNEX 50C

GENERAL SERVICE AND SUBMARINE ARM ENGINEER SUY OFFICERS - CAREER EXPECTATIONS

1. General

a. Marine and Weapon Engineer SUY officers' career expectations and reach are affected primarily by the age of the officer on commissioning.

b. Broadly speaking, those aged 39 and under on commissioning should have expectations similar to their Graduate Entrant contemporaries, although the number of SUY promotions to the rank of Commander and above will clearly be proportionally fewer. Those aged 40 or over on commissioning should probably have slightly more restricted expectations, due to time available, especially in terms of undertaking a Charge Assignment, and prospects for promotion to Commander.

2. Engineer SUY Officers' Career Expectations - Age 39 and Under on Commissioning

a. On completion of Initial Officer Training at BRNC and the Lead Schools, officers will be career managed in the same way as graduate entrants. They are required to obtain a 'recommendation for Charge' in their first complement assignment, before undertaking the recognised foundation stage career through a range (2 to 4 in number) of core branch and broadening assignments. Once selected for promotion to Lieutenant Commander they should reasonably expect to complete a Professional Command Assignment. Progress thereafter is merit based.

b. Late promotion to Lieutenant Commander may preclude selection for a Charge Assignment. The Career Manager makes this discretionary decision, based primarily on the availability of Professional Command Assignments whilst balancing the Service requirement, career development needs and personal preference.

3. Engineer SUY Officers' Career Expectations - Age 40 and Over on Commissioning

a. Those officers aged 40 or over on commissioning will invariably need to be slightly more limited in their career expectations. Whenever possible, they will be employed in the same way as their younger counterparts.

b. Where it is unlikely that the individual, on account of their age on commissioning and/or their age of promotion to Lt Cdr will have time to state a credible case for promotion to Commander, there may still be sufficient opportunity to conduct an SO2 Professional Command appointment subject to the Career Manager's discretion iaw Para 2.b.

c. Where it is unlikely that an individual, on account of their age on commissioning, will have an opportunity to be promoted to Lt Cdr and complete a Professional Command Assignment, special career progression arrangements may be considered, depending on the Service need and in particular the availability of First Complement Assignments.

d. It is crucial that prospective SUY candidates receive accurate advice on their career opportunities an Engineer Officer. Anyone advising a potential or recorded SUY candidate should ensure that the individual understands the above information. If further information is required, advice should be sought from the relevant Engineer Profession Career Manager.

ANNEX 50D

AIR ENGINEER SUY OFFICERS - CAREER EXPECTATIONS

1. General

a. Air Engineer SUY officers' career expectations and reach are affected primarily by the age of the officer on commissioning.

b. Broadly speaking, those aged 39 and under on commissioning should have expectations similar to their Graduate Entrant contemporaries, although the number of SUY promotions to the rank of Commander and above will clearly be proportionally fewer. Those aged 40 or over on commissioning should probably have slightly more restricted expectations, due to time available, especially in terms of opportunity for a Professional Command Assignment, and prospects for promotion to Commander.

2. After Commissioning - Professional Command

a. On completion of Initial Officer Training at BRNC and DSAE, officers will be career managed in the same way as graduate entrants. They are required to obtain a 'recommendation for Professional Command' in their first complement assignment, before undertaking the recognised Foundation Stage Career through a range (2-4 in number) of core Specialisation and broadening assignments. Once selected for promotion to Lieutenant Commander they can reasonably be expected to complete a Professional Command Assignment.

b. Late promotion to Lieutenant Commander may preclude selection for a Professional Command Assignment. The Career Manager makes this discretionary decision, based primarily on the availability of Professional Command Assignments whilst balancing the Service requirement, career development needs and personal preferences.

3. Aged 40 and over on Commissioning

a. Those officers aged 40 or above on commissioning will invariably need to be slightly more limited in their career opportunities. Whenever possible, they will be employed in the same way as their younger counterparts.

b. Where it is unlikely that the individual, on account of their age on commissioning and/or their age of promotion to Lt Cdr, will have time to state a credible case for promotion to Commander, there may be limitations in their ability to complete Professional Command Assignments, particularly in specialisations where these assignments are few.

c. Where it is unlikely that an individual, on account of their age on commissioning, will have an opportunity to be promoted to Lt Cdr and complete a Professional Command Assignment, special career progression arrangements may be considered, depending on the Service need and in particular the availability of AAEO/DAEO First Complement Assignments.

d. It is crucial that prospective SUY candidates receive accurate advice on their career opportunities as an Air Engineer Officer. Anyone advising a potential or recorded SUY candidate should ensure that the individual understands the above information. If further information is required, advice should be sought from either the AE Specialisation or Career Manager.

ANNEX 50E

LOGISTICS SUY OFFICERS - CAREER EXPECTATIONS

1. General

a. Logistics SUY officers' career expectations and reach are affected by the age of the officer on commissioning.

b. Broadly speaking, those aged 39 and under on commissioning should have expectations broadly similar to their Graduate Entrant contemporaries, although the number of SUY promotions to the rank of Commander and above will clearly be proportionally fewer. Those aged 40 or over on commissioning should probably have slightly more restricted expectations, due to time available, especially in terms of the opportunity for a Professional Command Assignment, and prospects for promotion to Commander.

c. Logistics SUY officers will complete an 11 week course at BRNC Dartmouth. The first week will be an induction week and include Physical Training, English Language and Essay Structure Lessons, River Training (Single Screw), Leadership Seminars and other Academic Lessons. Following this week, Logs SUY officers will spend the next 10 weeks fully integrated with their Direct Entry counterparts undertaking the INT(O) Marinisation Phase. This includes Maritime Operations, Academics, Twin Screw Picket Boats, Navigation, Maritime Leadership Development (MLD), the Maritime Assessed Leadership Exercise (MARL) and a passing-out parade.

2. After Commissioning - Professional Command

a. On completion of Initial Officer Training at BRNC and the Defence School of Logistics and Administration (DSLA), officers aged under 39 will be career managed in the same way as graduate entrants, with early assignments providing professional broadening. If selected for promotion to Lieutenant Commander, provided they have obtained a positive 'recommendation for Professional Command' during their previous sea assignment(s), and dependent on selection by the Logistics Professional Command Board (LPCB), they should reasonably expect to complete a Professional Command Assignment.

b. Late promotion to Lieutenant Commander may preclude selection for a Professional Command Assignment. The PCSB(L) makes this discretionary decision, based primarily on the ability of the individual and availability of Professional Command Assignments – whilst balancing the Service requirement, career development needs and personal preferences.

3. Aged 40 and Above on Commissioning

Those officers aged 40 and above on commissioning will invariably need to be slightly more limited in their career expectations. They will be employed in the same way as their younger counterparts, with the caveat that they will have limited opportunities for a Professional Command Assignment. This does not mean that they will not be considered. Normal career progression should see them promoted to Lieutenant Commander over the age of 43, which will leave them with less time to state a credible case for promotion for Commander. The performance of certain officers may warrant an exception being made to this general approach.

4. Advice to CW Candidates

It is crucial that prospective SUY candidates receive accurate advice on their career opportunities as Logistics Officer. Anyone advising a potential or recorded SUY candidate should ensure that the individual understands the above information. If further information is required, advice should be sought from either Logistics Profession Workforce Planning and Talent or Career Management.

5. Royal Navy Welfare (RNW) SUY Social Work Degree Scheme (SWDS)

a. **Eligibility.** The SWDS is open to confirmed RNW ranks who have completed a minimum of 3 years following passing DSWWC in positions associated with RN FPS specialist welfare casework. Candidates must pass the AIB and the RN FPS Professional Board prior to the FSB. If extracted, and not held already, they will undertake a Social Work Degree (second and third years) at a specified university. Candidates will undertake their degree training as Senior Ratings or SNCOs.

b. **Academic Qualifications.** The minimum academic requirements are DSWWC and GCSEs at Grades A* - C (4 - 9) in English and mathematics or certified equivalents.

c. **Remuneration.** Whilst studying, SWDS candidates are paid at their basic salary depending on the rank/rate held. On joining BRNC, candidates will enter the officer stream and will be awarded the appropriate rank and pay.

d. **Return of Service.** See Chapter 53.

ANNEX 50F

ROYAL MARINES SCC OFFICERS - CAREER EXPECTATIONS

1. Senior Corps Commission Entry

a. All SCC candidates must have reached the minimum rank of Corporal, be aged over 26, but have a minimum of four years to serve as an officer until their retirement date from the first day of the month that their officer training is expected to commence. The minimum general educational qualifications required of a SCC candidate are four GCSEs at Grade C, or better, including English Language and Mathematics. The selection procedure for promotion to the Officer Corps follows the RN SUY boarding system; candidates attend the AIB and, if successful, are then considered by the Final Selection Board (FSB) for officer entry.

b. SCC officers enter the Corps on a RM Initial Commission of eight years (IC 8) and undertake the SCC Course, which is currently held annually between January and April each year at CTCRM. The number of commissions in the General Service (GS), the RM Band Service (RMBS) and the SBS is dictated by the requirement.

2. SCC Employment

a. GS SCC officers are commissioned specifically to undertake roles in G1 and G4[1], thereon providing the bedrock of desk-level expertise at unit and headquarters' level. SCC Officers in the RMBS and SBS will fulfil wider specialist employment within their SQ, although some positions may be within the G1/G4 field.

b. As a general rule, the Career Managers will seek to provide each SCC officer with two or three G1/G4 assignments prior to entering the OF3 promotion zone[2]. Upon completion of initial training all SCC officers will undertake a mainstream G1 or G4 role[3] in their first full assignment. In their second full assignment, subject to position availability and the Service's requirements, SCC officers may compete for some broadening positions. Thereafter, a SCC officer will undertake further, more demanding, G1 and G4 assignments[4] to build competency and experience to allow for an accurate assessment of suitability for promotion to Maj, and potential for subsequent employment in G1 and G4 positions as an SO2.

3. SCC Age and Promotion

a. Applicants for a SCC must have the recommendations from their chain of command. The younger a SCC officer is commissioned, the more time and opportunity they have to reach higher rank. As a general guide, if a rank seeks promotion to OF3, they must be commissioned by the time he is 40 years old to avoid being Out of Zone (OOZ) for promotion (aged 47). Similarly, ranks aspiring to OF4 must be realistically commissioned by age 38 to avoid being OOZ.

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[1] There is a preponderance of G4 positions, vice G1, and this is where officers are likely to be employed for the most-part, hence G1 being second in terms of likelihood only, not importance.
[2] After 6 years as a substantive Capt.
[3] MTO, QM(T), UIRO, Sqn AO are examples.
[4] SO3 G4 Ops (HQ 3X), SO3 N4 Ops (CAF), AO (RMR), SO3 RCMRM (NPT(RM)) are examples.

b. Promotion is based on merit and SCC officers not only compete against each other, but also against their Direct Entry peers to fill a range of positions at the next higher rank, including the mainstream G1/G4 positions.

4. SCC Officer Attendance at ICSC(L)

Attendance at ICSC(L) is not assured and Career Managers will use their discretion dependent on a SCC officer's age on promotion to OF3, balanced against the Service's interest. The cut-off is generally 45 years old due to there being a very slim chance of promotion to OF4 for any SCC officers of that age or older.

ANNEX 50G

SPARE

ANNEX 50H

UY/CC AND SUY/SCC AIB NOMINATION FORM

1. All RN and RM candidates are to be nominated by completion of this form which should be submitted to the relevant Recording Authority. (RA contact details are listed at Annex 50A)

2. AIB Applicant Information

Rate/Rank	
Forename(s)	
Surname	
Service number	
Date of birth	
Civilian Email Address	
Personal Mobile Number	
Unit name	
Unit address	
Date of first expression of interest in UY/CC or SUY/SCC scheme entry	
Date Divisional Officer contacted Recording Authority	
Is applicant intending UY/CC or SUY/SCC scheme entry?	
Profession, arm and specialisation preference[1]	
AIB non-availability dates	
Forthcoming assignments	
Is the applicant undergoing a course of instruction leading to the required educational qualifications or awaiting results? If yes, give details	

In submitting this application to attend AIB, I confirm that the information on this form is correct. I have discussed this application with my Divisional Officer/Troop Commander and understand the requirements of AIB and the officer training scheme.

Applicant's signature: **Date:**

I confirm that (rate/rank/name) …….……

has my recommendation to attend AIB at the earliest opportunity.

Commanding Officer's rank/name/initials:

Commanding Officer's signature: **Date:**

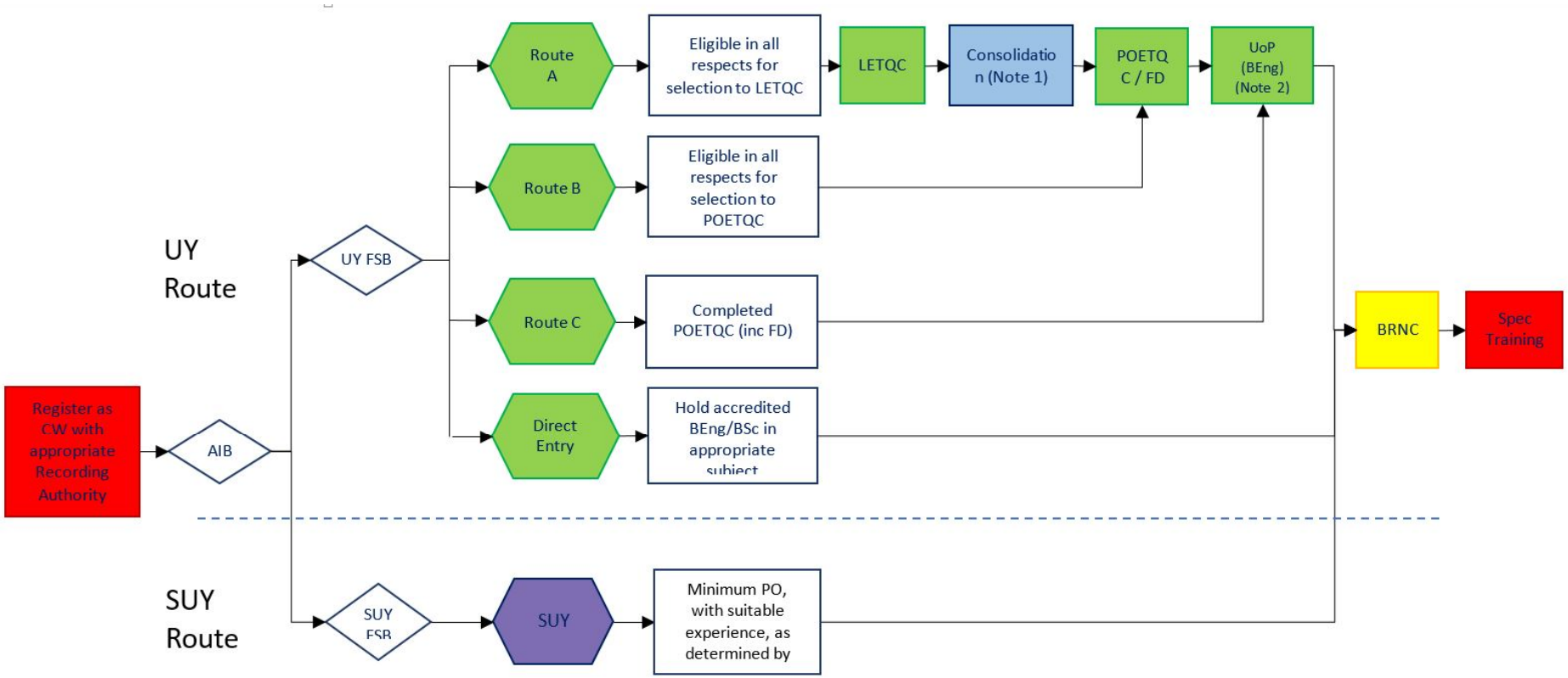
[1] In the event of a change of preference at a later date, a new Annex 50H must be completed.

ANNEX 50I

SPARE

ANNEX 50J

UY/SUY(E) ROUTES TO OFFICER



NOTES:

1. Consolidation will vary between specialisations.
2. For some specialisations, this will be a Degree Apprenticeship.
3. Recording Authority will, in consultation with Branch Manager, determine whether experience as PO is sufficient to be selected as SUY. For AE, selection as SUY will be at CPO (PO by exception only).

1. Failure Criteria

a. A candidate who fails to pass Qualifying Courses or who, for whatever reason, is deemed unsuitable for continued training towards becoming an officer will be returned to their specialisation in the last substantive rate held and employment commensurate with their QC achievement. Those candidates who have been selected for promotion to the next higher rate will be promoted at the Common Promotion Date once all the pre-promotion requirements are met.

b. Personnel failing on academic grounds, following the Training Establishments' (TE) normal warning processes, will have the opportunity to reapply at a later date. They may apply to re-enter from the beginning of the same or via an alternative route.

2. Rank and Pay

Ratings selected for any route will retain their current rate and pay throughout the training process until joining BRNC. They will not be eligible for selection to the next higher rate but will receive incremental pay awards in accordance with the regulations for their specialisation. Where the necessary qualifications cannot be achieved due to the training programme, waivers may be sought from the relevant Requirements Manager who will assess each application on its own merits. On joining BRNC, candidates will enter the officer stream and will be awarded the appropriate rank and pay.

3. Return of Service

All stages of training may attract a ROS and these run concurrently through each of the routes.

4. UoP BEng may be achieved through a Degree Apprenticeship.

ANNEX 50K

UY(E) UNIVERSITY OF PORTSMOUTH DEGREE SCHEME - ACADEMIC QUALIFICATIONS

Degree	Eligible Specialisations	Academic Requirement	Enabling Subjects to be completed before start at University of Portsmouth (Delivered by the University of Portsmouth)
BEng(Hons) in Electronic Engineering including Degree Apprenticeships leading to the same Degree	WE (GS & SM) AE	Complete HND with minimum of 8 'H' level analytical based units at Merit that must include the following units: Unit 3: Analytical Methods Unit 23:Combinational & Sequential Logic Unit 8:Data Communication & Networks Unit 5: Electrical & Electronic Principles Unit 25: Electronics Unit 9: Microprocessor Systems	UoP Bridging Programme: Maths Element Microcontroller Element C-Programming Element
BSc in Mechanical & Manufacturing Engineering Course	ME (GS, SM (L & M)) WE (GS & SM)	Complete HND at Pass level <u>OR</u> Complete FD (ME only)	Complete Mathematics enabling course
BEng(Hons) in Mechanical & Manufacturing Engineering Course	AE ME (GS, SM (L & M))	Complete FD (ME Only), **OR** Complete HND with a minimum of 8 'H' level analytical based units at Merit that must include: Unit 3:Analytical Methods Unit 2: Engineering Science Unit 18: Mechanical Principles Unit 10: Marine Engineering Thermodynamics Unit 7: Fluid Mechanics **OR** Unit 8: Further Aerodynamics	Complete Mathematics enabling course

(Continued

UY(E) UNIVERSITY OF PORTSMOUTH DEGREE SCHEME - ACADEMIC QUALIFICATIONS (Continued)

Degree	Eligible Specialisations	Academic Requirement	Enabling Subjects to be completed before start at University of Portsmouth (Delivered by the University of Portsmouth)
BEng(Hons) in Electronic Engineering	WE (GS & SM) AE	Complete HND with minimum of 8 'H' level analytical based units at Merit, that must include the following units: Analytical Methods (BTEC Code 21717P) Combinational & Sequential Logic (BTEC Code 8685R) Data Communication & Networks (BTEC Code 9526M) Electrical & Electronic Principles (BTEC Code 21759P) Electronics (BTEC Code 21762P) Microprocessor Systems (BTEC Code 21794P)	UoP Bridging Programme: Maths Element Microcontroller Element C-Programming Element
BSc in Mechanical & Manufacturing Engineering Course	ME (GS, SM(L & M)) WE (GS & SM)	Complete HND at Pass level	Complete Mathematics enabling course
BEng(Hons) in Mechanical & Manufacturing Engineering Course	AE ME (GS, SM(L & M))	Complete HND with a minimum of 8 'H' level analytical based units at Merit, that must include: Analytical Methods (BTEC Codes 21717P, 21717) Engineering Science (BTEC Codes 21718P, 9499M) Mechanical Principles (BTEC Codes 21793P, 9503M) Engineering Thermodynamics (BTEC Codes 21769P, 9521M) Fluid Mechanics (BTEC Code c-d 21520P) OR Further Aerodynamics (BTEC Code 21773P)	Complete Mathematics enabling course

ANNEX 50L

WARFARE PROFESSION SUY EXPERIENCE FEEDBACK FORM

WARFARE PROFESSION SUY EXPERIENCE FEEDBACK FORM
(Downloadable version available in BRd 3(1) Forms Section)